

2016

President's Annual Report

Continuous Progress

Toward Institutional Goals

Submitted to the

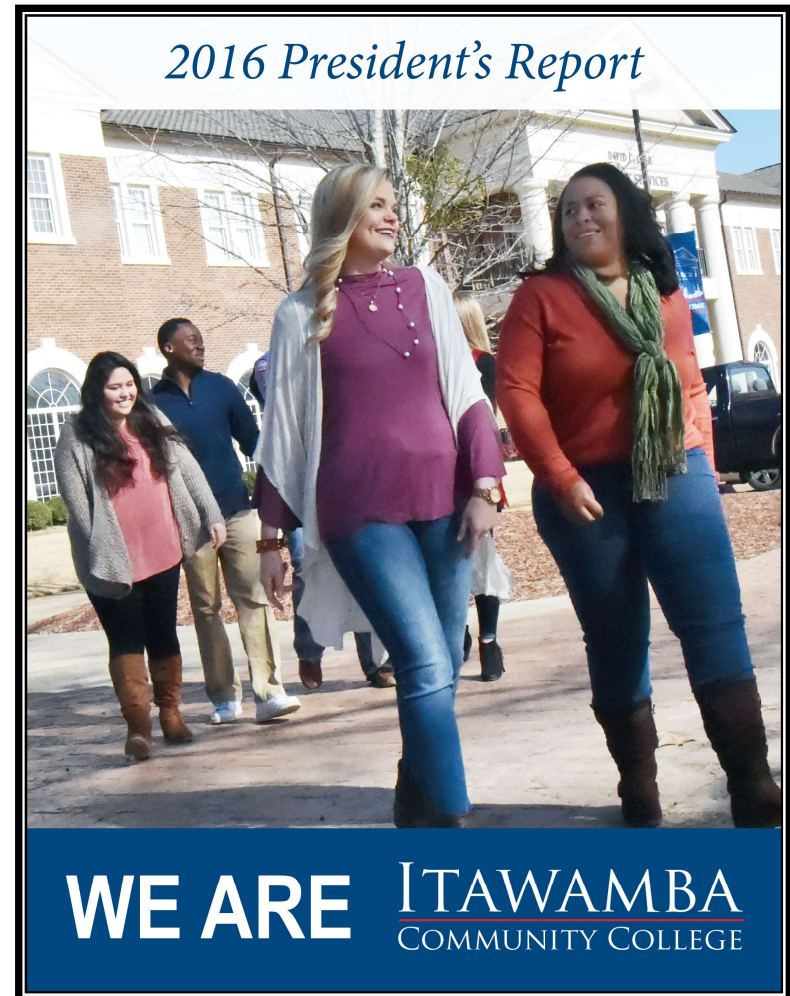
Itawamba Community College

Board of Trustees

May 9, 2016

Mr. Mike Eaton

President



President's Accomplishments Summary

- 1. Instructional Services Goal**
- 2. Student Support Goal**
- 4. Campus Climate**
- 5. Fiscal Goal**
- 6. Growth Goal**
- 7. Building Goal**
- 8. Administrative Management Goal**
- 11. Public Relations Goal**
- 12. Cultural and Recreational Goal**
- 13. Service Goal**

Mr. Mike Eaton

- ICC was recognized as the sixth best community college in the nation by WalletHub and as one of the nation's top 150 community colleges by the Aspen Institute.
- The Mississippi community college system was recognized as the best in the nation.
- Implemented FlexCare medical insurance for ICC's employees at no cost to them.
- Began a \$14.5 million renovation on the Tupelo Campus with the construction of a new physical plant and general academic building and renovation of the technical education building.
- Hosted a Legislative Appreciation Luncheon in conjunction with Northeast Mississippi Community College to inform area legislators of the needs of the community colleges for FY 17.
- Reduced graduation requirements from 63 to 60 hours in order to help increase graduation rates.
- Provided leadership in campus improvements of:
 - Completed a new baseball dressing room.
 - Completed the design and planning phase on the band hall/safe shelter on the Fulton Campus.
 - ICC is the recipient of a \$3.5 million FEMA grant to construct the safe room/band hall.
 - Renovation of the grill in the Student Activities Center.

President's Accomplishments Summary

Continued

- Hosted the Jason Crabb Christmas concert.
- Hosted the 22nd annual bluegrass concert to raise funds for the ICC Foundation, Inc.
- Implemented a \$3.1 million SNAP research grant.
- Held a five-year strategic planning retreat to prepare for reaccreditation.
- Provided Dr. Joseph Silver Sr. as a consultant to speak at professional development on the reaccreditation process.
- Hosted the MACJC State Basketball Tournament.
- Developed a new eLearning hospitality program.
- Hosted the Christmas open house at the President's home.
- Restructured the Student Success and Writing centers.
- Implemented the L.E.A.P. Summer Bridge program.
- Implemented Public Health Technology.
- Hosted Governor Phil Bryant for a tour of the Belden Center.
- Assisted Phi Theta Kappa in promoting donor awareness and signed a proclamation.
- Attended the trustee convention in Biloxi along with 22 members of the Board of Trustees.
- Promoted Barry Emison to the Dean of Career and Technical Instruction.
- Promoted Dr. Michelle Sumarel to Vice president of Instructional Services.
- Developed a concept to reorganize career and technical and workforce structure.

Itawamba Community College

Institutional Goals

1. Instructional Services

Page 1

The college will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

2. Student Support

Page 31

The college will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

3. Technology

Page 41

The college will use the latest and most appropriate technology to support and enhance all operations, programs and services.

4. Campus Climate

Page 43

The college will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

5. Fiscal

Page 45

The college will maintain sound financial management while focusing on programs and services vital to the mission of the college.

6. Growth

Page 47

The college will strive to achieve an annual enrollment increase.

7. Building

Page 51

The college will construct and improve facilities based on prioritized needs as funds become available.

8. Administrative Management

Page 53

The college will provide quality administration and management to the educational and support services of the college.

9. Professional Faculty

Page 55

The college will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

10. Human Resources Development

Page 59

The college will provide appropriate training and professional development to maintain employee competence and productivity.

11. Public Relations

Page 63

The college will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the college, both within the community it serves and the education community at large.

12. Cultural and Recreational

Page 75

The college will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation.

13. Service

Page 77

The college will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

Itawamba Community College

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Institutional Goals With Accomplishments In Support of Attainment of Goals

1. Instructional Services Goal

The College will provide learning environments that foster change in the individual; are flexible in time, place and mode; are collaborative and creative; are driven by learner need; have measurable, predictable outcomes; and engage learners in an active mode.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

- Member of Mississippi Community College Board Chief Academic Officers organization; attends monthly meetings.
- Member of the Education Policy Fellowship program; attends monthly meetings.
- Attended:
 - SACSCOC annual conference in Houston, TX, December 5-9, 2015
 - MAC conference in Jackson, October 5, 2015
 - Accuplacer meeting in Jackson, September 30, 2015
 - Mississippi College Completion conference in Jackson, September 20, 2015
 - MSVCC Administrative committee meeting in Jackson, August 26, 2015
 - Chief Academic Officers' summer conference in Natchez, June 28-30, 2015
 - Mississippi Education Policy Fellowship Program Washington Policy seminar, April 19-22, 2015
 - SACSCOC Substantive Change workshop in Jackson, March 20, 2015
 - Innovations Conference in Boston, MA, March 7-11, 2015
 - Creating Futures Through Technology conference in Biloxi, March 3-6, 2015

Division of Business Administration – Mr. Joe Williams, Chair

- IRS Certified Volunteer Income Tax Preparer.
- Selected as one of ICC's Lamplighter participants.
- **Dr. Edana Nail** became Certified Spin instructor; taught Spin classes through the BCBS 365 WellFIT initiative; Faculty Association officer.

Division of Communications – Anna Britt-Begnaud, Chair

- Serves as co-chair for the Two-Year College English Association of Mississippi.
- Serves as an ICC All-USA Academic Scholarships nominator.
- Presented "LEAPing into Composition: Intermediate English and the Online Writing Center," University of Mississippi Transitioning to College Writing Symposium, Oxford.
- Participated in the Mississippi Community College Leadership Academy.
- Hosted
 - Annual Articulation conference for in-district high schools with 22 participants representing five area high schools and ICC. The topic was the changes in the writing courses at ICC.
 - 27th annual ICC Scholar's Bowl.
 - Orientations for adjuncts teaching English Composition I in conjunction with the Learning Resource Center with 25 participants from veteran adjuncts to area high school dual-credit programs.
- Cohosted National Day on Writing celebration and competition for in-district high school students and ICC students with 120 submissions from 11 area high schools and seven submissions from ICC students.
- Revised course curricula for English Composition I and II.

Robin Lowe

- Received the Continued Excellence for Advisors regional award.
- Service
- Mississippi/Louisiana Northern District Advisory Board for Phi Theta Kappa.
- Vice President of the Fulton Campus Faculty Association.
- Mississippi Community College Creative Writing Association board.
- Two-Year College English Association of Mississippi secretary.

Jon Armstrong

- Developed and deployed developmental student survey to gather data to aid in writing a developmental English textbook.

Morgan Cutturini and Keith Morris

- Developed a new course, ENG 2923, Writing for Publication.

Jenny Bowers

- Received the Horizon award for Phi Theta Kappa Advisor.
- Selected to read and score Advanced Placement English examinations at the national level.

Elizabeth (Betsy) White

- Received the William Winter Scholar award.

Division of Computer Science – Ms. Delores Tull, Chair

- Attended “Creating Futures Through Technology Conference 2016” in Biloxi in March.
- Sponsored and managed the ICC Computer Club’s fundraisers, community service projects and speakers.
- Serves as the lead for content and instruction for all Computer Science eLearning courses.
- Served as an instructor for the L.E.A.P. five-week summer bridge program.
- **Delores Tull, Bradley Howard** and **Tammy Foster** assisted in the adaption of Canvas course shells to include MyLab and Mastering for Computer Concepts and Computer Applications and implemented grades syncing between Canvas Grades and MyLab and Mastering.
- Computer Science Department won the Faculty Association award with 100 percent of the faculty being participating members of the Faculty Association.
- With **Bradley Howard** as the lead, the Computer Science Department redesigned the Email Unit for Computer Concepts to coincide with ICC’s new student email accounts (Outlook 365) for both eLearning and traditional classes.

Bradley Howard

- Attended the Mobile Learning ’15 conference.
- Supervised the cap/gown distribution and collection at ICC’s commencement ceremonies.
- As a result of a discussion of resumes in PACE, his students created a resume’, a cover letter and email a digital copy to him and demonstrated how to upload the resume to an online service.

Division of Fine Arts – Dr. Cass Patrick, Chair

- Performed solo jazz guitar concert at ICC.
- Wrote original works for the Jazz Band, “Summer at Last,” “The Biloxi Incident,” “The Filly from Philly,” “Bossa de Olhos Verdes” and “Hit and Run.”
- Wrote a Suite for Wind Ensemble “Suite in F Minor” with the movements, Allemande, Courante, Sarabande, Bouree and Gigue.
- Original orchestral score in progress - “Autumn.”
- Continue to work with Scout program at local and regional level through teaching merit badges at winter and summer camps in the Ozarks at Kia Kima Scout Reservation (Hardy, AR).

Shawn Whittington and Dana Arnold

- Extensive involvement in the National Day on Writing.
- Faculty Show art exhibition.
- Faculty artwork featured in the Northeast Mississippi Daily Journal.
- ICC student art show - winners included **Taylor Buttrum**, **Elizabeth Bowles** and **Ashley Haynes**.
- Various artists have visited and talked with ICC students.
- Hosted a graduate student art show for the University of Mississippi.
- Outreach to area high schools - hosted a regional high school art competition, providing demonstrations to high schools and talking with high school students during Gallery tours.
- Outreach - MUW for Community College Student Scholarship Day - Elizabeth Bowles, ICC, received the top scholarship for her portfolio work done at ICC.
- Hosting the MACJC State Art Competition - **Shawn Whittington** serves as acting president.
- **Dana Arnold** is completing work on her doctoral degree in Community College Leadership.
- **Shawn Whittington** participated in an exhibit and fundraiser - “Anarchy Against Breast Cancer,” October 24, 2015, at Nautical Whimsey.
- **Shawn Whittington** served as one of three jurors for the 2016 Gumtree Arts Festival.
- **Shawn Whittington** serves as coordinator and gallery director with the duties of recruiting artists, planning receptions and hanging shows with assistance from **Dana Arnold**.

Dr. Brian Cheesman

- Serves as percussionist with the North Mississippi Symphony.
- Principal percussionist with the Meridian Symphony.
- Serves as secretary of the Mississippi Chapter of Percussive Arts Society.
- Latin percussion clinician at the University of Mississippi and the University of Southern Mississippi summer drum camps.

Christy Colburn

- Elected second vice president for the Mississippi Women Band Directors Association.
- Hosted the state band convention luncheon for women directors throughout Mississippi.
- Member of the Northeast Mississippi Band Directors Association, Mississippi Bandmasters Association and the Women Band Directors International.
- Lifetime member of Tau Beta Sigma.
- Worked with multiple high school bands in the area with design and choreography for their marching band shows.
- Active choreographer and adjudicator in the area.
- Woodwind ensemble has grown to three separate groups (two saxophone quartets and a mixed woodwind choir), which focus on community service by performing at area nursing homes, malls and community functions.
- Serve as choir director for Amory First Baptist Church.
- Instructor, designer and choreographer for Amory Middle School winter guard.
- Director for Magnolia Winterguard; won the Southeastern Color Guard Circuit championship and they competed in the Winter Guard International Championship in Dayton, OH. (Three first-place finishes at local competitions, non circuited events.).

Karen Davis

- Southern International Choral Conference at the University of Southern Mississippi - accompanied students to the conference, September 28 and 29, 2015.
- ICC Choral Department hosted the District I High School Show Choir Festival, October 22, 2015.
- Choir and Chamber Choir at First Baptist Church, Baldwin, November 15, 2015
- **80** students participated in the State Choral Festival at the Riley Center in Meridian, February 18 and 19, 2016.

- ICC Choral Department hosted the District I Choral Contest, March 3, 2016, and the State Community College Show Choir Showdown, April 4, and 5, 2016.
- Choir Performances
 - Homecoming at ICC, October 3, 2015
 - Fall Concert, October 5, 2015
 - State Choral Festival, Meridian, February 18 and 19, 2015
 - Spring Concert, April 25, 2016
- Chamber Performances
 - Fall Concert, October 3, 2015
 - Mall performance for Christmas, November 30, 2015
 - State Choral Festival, Meridian, February 18 and 19, 2015
 - North Mississippi Medical Center, March 23, 2016
 - Spring Concert, April 25, 2016
 - ICC Commencement, May 14, 2016
- CenterStage Performances
 - Homecoming at ICC, October 3, 2015
 - Rhythm Remix Fall Concert, November 12, 2015
 - Wesley Center at First Presbyterian Church in Tupelo, March 28, 2016
 - Spring Concert, April 28, 2016

Dr. Robert Taylor

- Southern Invitational Choral Conference, University of Southern Mississippi, September 28 and 29, 2015
 - Auditioned and selected students
 - Attended workshops
- Fall ICC Choir Concert, W.O. Benjamin Fine Arts Center auditorium
 - October 5, 2015, prepared and conducted
 - November 15, 2015, prepared and conducted
 - November 16, 2015, prepared and conducted
 - December 4, 2015, prepared and conducted

- ICC Chorus and Chamber Choir
 - February 18-19, prepared and conducted, State Choral Festival, Riley Center, Meridian
 - March 26, 2016, performance of Sacred Choral Traditions, First Presbyterian Church Choir
 - North Mississippi Symphony Orchestra, Tupelo Center for Performing Arts
 - Master Music Academy cofounder and teacher
 - Band and choir instruction for homeschool students

Ryan Todd

- Member of North Mississippi Symphony.
- Arranged marching band music for **12 area high school bands**, including 4A and 6A State Marching Band Champions, Ripley and Hernando High Schools.
- Wrote two new original concert band pieces that were premiered at the 2015 Mississippi Bandmasters' Association State Band Clinic in Natchez by the Hernando High School Symphonic Band ("On The Wings Of The Wind") and by the University of Mississippi Wind Ensemble ("The Keys Of Death And Hades").
- Wrote another piece that may be premiered by the ICC Wind Ensemble in April ("By The Grindstone").

Sheree Lence

- Participated in Mississippi State University/Starkville Symphony Orchestra Children's Concerts reaching more than **2,000** elementary age students in the Columbus/Starkville area.
- Member of the North Mississippi Symphony Orchestra.
- Performed in worship services in churches in Tupelo and surrounding areas.
- Participated in the North Mississippi Symphony Orchestra's Children's Concerts at the Civic Auditorium in Tupelo attended by elementary school students from Tupelo and the surrounding areas.
- Faculty sponsor for the Diversity Club at the Tupelo Campus.
- As a certified teacher, offers workshops in breathing and movement for relaxation and also for professional musicians to improve performance skills and avoid anxiety on state.

Jeff Myers

- Solo piano performance for the Civic Ballet Focus on the Arts program, November 6, 2015.
- Pianist for the Pleasant Gove Baptist Church.
- Judged Category IV of the Baptist Keyboard Festival, January 28, 2016.
- Performed with the ICC Choir and Chamber Singers for programs on campus and at the MCJC Choral Festival in Meridian.

- Performed as needed for ICC commencement, nurses pinning ceremony and occasional background music.

Mary Sue Boggs

- Announced for the Itawamba Spelling Bee.
- Co-presenter with **Jessi Stevenson** in a workshop on communication for the Indian Delegation.
-

Jessi Stevenson

- Directed a successful 2015 dinner theatre, hosting more than **400** guests over the three-day performance schedule.
- Planned and hosted a viewing of Andrew Lloyd Webber's The Phantom of the Opera for students and the community in the W.O. Benjamin Fine Arts Center auditorium.
- Earned nine graduate hours in theatre.

Division of Health, Physical Education & Recreation – Ms. Beth Tuck, Chair

- Attended HPR Curriculum Alignment meeting, October 29-30, 2015.

Division of Mathematics – Mr. Jeff Bates, Chair

Heather McCormick

- Served as AP Statistics Reader (fifth year).
- Bennie Warren Outstanding Advisor Award for the Mississippi/Louisiana Region for Phi Theta Kappa.
- Distinguished Advisor Award for Phi Theta Kappa (International award).

Division of Natural Science – Mr. Creig Sherrer, Chair

Dr. Betsy Chesnutt

- Presented at the AAPT summer meeting in College Park, MD.
- Received the HEADWAE award.
- Received a **\$20,000** MS INBRE Curriculum Development grant.
- Selected to be a grader for the 2016 AP Physics exam.

Dr. Jada Mills

- President of the Fulton Campus Faculty Association
- Raised **\$625** for the Regional Rehabilitation Center through the Christmas Gala

- Initiated ICC's first "Taste of ICC" fundraiser for the Faculty Association and the ICC Foundation.

Pamela Clevenger

- Presented *Be...What I Get to Be as a Chemistry Educator* and *Addressing Teaching Loads and Contact Hours at Two-Year Colleges*, Biennial Conference on Chemistry Education, Grand Valley State University, MI; *Revisions to the ACS Guidelines for Chemistry Education at the Two-Year College*, 211th 2YC3 Conference, St. Charles Community College, Cottleville, MO.
- Published American Chemical Society's Guidelines for Christmas Programs at the Two-Year College, 2015.
- American Chemical Society's Program in a Box facilitator.
- Two-Year College Chemistry Consortium Task Advisory Board chair.
- ICC Science Club sponsor.

Brady Garrett

- Demonstrated programs for several elementary school classes and for a Webelos Boy Scout troop to assist them with earning skill awards
- Working with two ICC colleagues to revamp ICC's online physical science classes.

Sherry Davis

- Board member, Tupelo Public School District.
- Board member, BancorpSouth Arena.

Division of Social Science – Mr. Dean Burchfield, Chair

SOCIAL SCIENCE DIVISION - Dean Burchfield, Chair

Megan Lewis-Eidt

- ICC Tupelo Faculty Association president (2015-16).
- ICC representative, MFACJC state meeting, 2015.
- ICC Tupelo Faculty Association representative, Capitol Day, 2016.
- Volunteer history/government tutor, Tupelo High School and Tupelo Middle School students (2012-15).

Lynn Millender

- Successfully completed six graduate hours in sociology from Delta State University during the summer and fall semesters, 2015.
- Received a professional development fund award from the ICC Foundation for graduate work.

- Worked with colleagues to create the ICC Legal Education Association, a student organization which provides professional leadership to ICC students currently majoring in Criminal Justice, Law Enforcement Technology, Paralegal Studies and Paralegal Technology.
- Welcomed the Hon. John A. Gregory, Judge for the Third Circuit Court District of Mississippi, as a guest speaker on the Tupelo Campus for students, faculty and staff in November 2015.
- Member of the Professional Development Advisory Committee for the Amory School District (2015-present).

Dr. Laura Pannell

- Humanities Teacher of the Year, 2015.

CAREER AND TECHNICAL INSTRUCTION – Mr. Barry Emison, Dean

- Completed a **\$285,000** ARC Transportation Program grant to purchase advanced technology equipment for Automotive Technology, Diesel Technology and Collision Repair Technology.
- Utilized **\$251,500** in Federal Perkins funds to enhance CTE programs with capitalized equipment and software.
- Collaborated with eLearning to successfully complete the first year of the Lee County Dual Credit CTE program in three program areas.
- Collaborated with Workforce and WIOA to engage potential employers to participate in **30** 190-hour internships for third and fourth semester CTE students, valued at **\$3,100** each and funded by the Make It in America grant.
- Collaborated with ABE/GED to dually enroll GED students in CTE and Workforce career pathways as part of the MI-BEST program funded by the Kellogg Foundation **\$200,000** grant.
- Completed the Mississippi Community College Leadership Academy.

Automotive Technology – Mr. Brad Crowder, Director

- From August 2014-May 2015 123 Snap-On Credentials for successful completion of courses in the use of Snap-On Equipment and Diagnostic Tools.

Business and Marketing Management Technology – Ms. Jodi McCrimon, Director

- The program is working toward ASK certification.
- The program received a new computer lab in the classroom.
- Working on an agreement with Blue Mountain College for MMT graduates to transfer up to 70 hours of credit toward a bachelor's degree.

Child Development Technology – Ms. Holly Kirk, Director

- ICC was the first MSVCC School to launch the completely revised ECE curriculum in its entirety to the online Canvas platform in the fall of 2015.
- The Early Childhood Education program had **85 percent** scores rated passing on the CPAS during the 2015 spring semester.
- The Early Childhood program had a **90 percent pass rate** on the Pre-Professional Assessment and Certification in Early Childhood Education national certification exam during the 2015 fall semester.
- Attended the WHEMN conference hosted by ICC and the CTE conference in Biloxi.

- Named an ICC Lamplighter honoree and attended the conference that was cohosted by East Central Community College and Meridian Community College in October of 2015.
- Served as an ambassador for the 2-15 Forget the Frock campaign, which supports orphan care programs, human trafficking rescue efforts and initiatives aimed at healing broken families.

Collision Repair Technology – Mr. Dylan Baldwin, Director

- Updated the collision repair shop with a new shop air purification system that keeps the breathing air in the shop clean and dust-free while students are working.
- Have a new forklift that is shared with Diesel Equipment Technology, which enables students to move immovable or non-running vehicles from the shop to the paint both or from one bay to another.
- In May 2015, one student was selected to win \$2,500 worth of Snap-On tools through the Collision Repair Educational Foundation's Hire Our Heroes Project, the second year an ICC Collision Repair student has won this award. The paperwork was submitted on February 16 to nominate a student for 2015-16.

Diesel Equipment Technology – Mr. Jason Gholston, Director

- **20** Panasonic Toughbook laptops were purchased for the use of accessing online technical information websites, Student Accessing task sheets in the lab and electronic systems training on diesel engines.
- **15** iPads were purchased for students to use in the classroom for Canvas activities, accessing technical information on the Internet and for use in the hybrid course that is still being developed. A live engine training lab was developed, and the exhaust piping was added to safely run engines for students to complete task sheets and activities.
- I-C-12 Cat Engine was brought into the lab, and students repaired it to add to the live running engine lab.
- Thompson Machinery loaded Electronic Technician on to one laptop and agreed to let ICC install the Electronic Technician simulator on all **20** Toughbook laptops to aid in computer training in Electrical Systems 3 block. Thompson also gave the instructor access to its SIS website to access Cat technical information. Discussions are underway to set up access for students to also use it in the lab for training.
- New welder, welding table and projector screens were purchased to make an area for students to practice welding safely. The ventilation system was also repaired to safely remove fumes while welding.
- A new Cat forklift was purchased for the Diesel Technology and Collision Repair programs to replace the old lift and possibly to provide an opportunity to offer forklift training for students.

- **Seven** Eaton transmissions and **five** Carrier Power units were brought out of storage and training stands were made during the summer.
- Eight Snap-On **525** multi-media certifications were issued in the fall semester, and **six** students passed the ASE Section **609** refrigerant recovery certification.
- The Diesel Technology instructor was recertified as an SE Master Certified Heavy Truck Technician.

Electrical/Industrial Maintenance Technology – Ashley Brown, Director and Dr. Doug Ferguson, Director

- The IMM and ELT instructors are in the final phase of working toward designation as a region training center for Fanuc Robotics for both the College and the IMM program.
- IMM purchased two additional Fanuc CERT training cells and **six** additional FANUC control pendants/simulators in 2015 with Perkins and TAACT grant funding, a total investment of approximately **\$95,000**.
- Twelve advanced programmable logic controllers and **12** variable frequency drives were purchased to enhance current PLC and solid state motor control training at a cost of **\$40,000**, which was funded from a TAACT grant.
- The donation of a modern robotics manufacturing cell to the IMM and ELT programs was the result of a long-standing partnership with Mueller Copper Tube. The cell, which is valued at approximately **\$100,000**, allows the programs to enhance their instruction in the areas of troubleshooting, motor control systems, safety, programmable logic controllers, mechanical drive systems and robotics.
- IMM still hosts the Advanced Manufacturing internship in cooperation with Toyota Motor Manufacturing Mississippi, which is available to up to **25** students each year between freshmen and sophomores.
- IMM also has student interns with MTD, Tronox, Grammer and Mueller.
- Every sophomore IMM student has had the opportunity to participate in either an industry-partner sponsored internship or through the Make it in America grant.
- Freshman enrollment increased by more than **5 percent** again in 2015, and sophomore retention was the highest from spring to fall 2015 since the inception of the program.
- Job placement for graduating sophomores exceeds **90 percent** with the majority being employed in the field before graduation.

- IMM added two dual credit courses to the available list in 2015, CTE 1143 (Fundamentals of Construction and Manufacturing) and IMM 1213 (Introduction to Industrial Maintenance). Five dual credit students successfully completed CTE 1143 in the 2015 fall semester.
- An eLearning version of CTE 1143 was developed and offered during the 2015 fall semester, which **20** freshman IMM students completed successfully.
- IMM instructors instructed more than 200 hours of workforce training in 2015 in advanced technology categories.
- The latest MCCB IMM curriculum was implemented in the 2015 fall semester. Many previous ELT courses originally in the curriculum were transitioned to IMM courses, which will increase funding as IMM courses are reimbursed at a higher FTE rate.
- **Brian Warren** was selected to replace James Davis, who retired as an ELT instructor. The position was transitioned to IMM due to increased program enrollment. Mr. Warren has more than 10 years of industry experience and five years' of instructional experience at the secondary level. He received certification in Allen Bradley Studio 5000 Programming Levels 1, 2 and 3.
- **Jeff Franks** joined the Electrical and Industrial Maintenance departments as an electrical instructor. He brings more than 25 years' experience in the manufacturing field.
- **Dr. Doug Ferguson** and **Ashley Brown** received certifications in Fanuc iR Vision 2D and Advanced Teach Pendant programming.
- More than **30** freshmen completed requirements to receive the NCCER Core Credential, which is required before students can test for the NCCER Maintenance Electrical and Instrumentation Level 1 credential, which is the replacement for CPAS in IMM.
- More than **30** IMM students participated in related field internships in 2015.

Forestry Technology – Ms. Emily Loden-Jones, Director

- For the sixth consecutive year, ICC's Forestry program has maintained its status as the largest Forestry Technology program in the state.
- The program maintained a **100 percent** CPAS passing rate for another year, ranking as one of the top programs in the state.
- The program has the highest transfer rate to a senior college of all programs in the state.

- ICC's Forestry Technology program students have participated in numerous volunteer programs during the past year, providing **100+** service hours. On National Public Lands Day, students picked up debris littering the Tennessee Tombigbee Waterway. More than **1,000** pine seedlings, which will be used for further research purposes, were planted in Pontotoc for the Mississippi State Extension Service and the Mississippi Forestry Association. The Forestry Club worked with the City of Fulton, planting trees throughout the city including sites on the exit ramp from Interstate 22 entering the city and the Gaither House. ICC's Forestry program also began the process of operating a nursery for the volunteers. Currently there are approximately **250** hardwood seedlings. Students also worked as volunteers for the CREATE Foundation's Imagine the Possibilities career expo.
- The students have participated in more than **50** outdoor lab exercises in courses offered by the program with many of them focusing on the state forestry industry. Tree identification, land surveying techniques, survival audit training lab, timer cruising techniques, timber harvesting, forest products and GIS/GPS training were just a few of the topics.
- Mississippi Urban Forestry Council and Tupelo Parks and Recreation hosted an urban forestry short course in which students participated. Freshmen participated in the Mississippi Forestry Commission's Project Learning Tree Workshop certifying participants as instructors, and students attended the annual meeting of the Producers and Suppliers Advisory Council.
- Currently there is **100 percent** placement for students in a forestry-related field. Two former students have become MDWFP Law Enforcement officers. Students have been placed in positions with the Mississippi Forestry Commission, and various private industries are currently seeking and interviewing students from the current graduating class.
- The Forestry Technology program has received **16** new GPS units through Perkins funding.
- **Emily Loden-Jones** joined the Mississippi Urban Forestry Council's board of directors, and she is currently serving as secretary for the organization.

Heating and Air Conditioning Technology – Mr. Chuck Spencer, Director

- The HVAC program had the highest CPAS scores for HVAC in the state.
- Attended the NISOD International Conference on Teaching and Leadership Excellence in May.

Information Systems Technology – Dr. Delena Hukle & Ms. Cindy Layman, Directors

- Purchased new router/switch setup to be used by students to complete labs. They will allow students to configure all current technology implementations such as IPv6 and SSH and wireless.
- Computer Networking Technology students are participating in the Make it in America grant internships as well as other IT internships. A new IT internship was secured with Grammer, and the first intern was placed at Tecumseh in the fall of 2015. The CNT program has also established a great working relationship with Exceed Technologies, which currently employs five CNT graduates and hopes to add more in 2016.
- **Cindy Layman**, CNT instructor, represented ICC at the 2015 Lamplighter Conference. She was also selected to participate in a NASA faculty internship at the Stennis Space Center in the summer of 2015.
- Computer Networking Technology student, **Steven Ward**, was selected as a member of ICC's Hall of Fame.
- Who's Who Among Students in American Junior/Community Colleges included George Washington, David Henderson and Steven Ward.
- **Cindy Layman** is in the process of evaluating MTA certification to replace CPAS.
- **David Henderson** was selected as the Outstanding Student for Computer Networking Technology.
- The Computer Programming Technology Department was featured in an IBM Power System Academic Initiative August 2015 newsletter and posted on social media. The newsletter is distributed to all PSAI international members, and links are available through social networking sites.
- Upgraded IBM i-series system v7r1 TR 10 (Technology Refresh) which offered additional capabilities in the RPG Programming Language.
- **Tanya Cox** and **Doris McCreary** attended the Mississippi Skills USA in Jackson. Two students competed in Web development and placed second in the state.
- **Doris McCreary** became a member of COMMON Scholastic, an international association that is the largest community of IBM Power System users and providers. Scholastic membership offers school faculty and students membership to COMMON, which provides discounted rates on conferences and access to online training materials.
- **Doris McCreary** was a member of a writing team for the international COMMON Associate RPG Certification exam.
- **Tanya Cox** was a participant in the Strategic Planning retreat for SACSCOC and serves on the College Curriculum committee.

- Internships for programming students, including those by the Make it in America grant, increased during 2015. Instructors work with local businesses to establish these internships, some of which have resulted in full-time employment for student graduates.
- Instructors are active members in the BINARe professional organization and attend monthly meetings. Student memberships are also available.
- Membership in the Computer Programming and Networking Association increased. IST instructors serve as advisers for the student organization.
- **Duncan Shelton** was the Computer Programming outstanding student for 2015.
- **Jose Vasquez**, programming student, was included in Who's Who Among Students in American Junior/Community Colleges.
- **Jenny Rigby**, programming student, received the Phi Theta Kappa Order of the Golden Key award as the most outstanding member of the Beta Tau Sigma Chapter at the Tupelo Campus.

Interpreter Training Technology– Ms. Nikki Martin, Director

- Students in the Interpreting practicum class work with the City of Tupelo to provide interpreting services for the State of the City address, as well as other events requested.
- The Interpreter Training Technology curriculum changed, effective in the summer of 2015. The change includes more classes focusing on skills training, which better equips students for employment upon graduation.

Law Enforcement Technology – Mr. Bo Rowland, Director

- **Two** internship classes have been offered for 2015-16.
- Exemplary CPAS Results and the new CPAS test will be implemented in the fall of 2016.
- Positive enrollment/retention/job placement trends - Enrollment remains very good for the Law Enforcement Technology program.
- Dual credit courses are being offered for both semesters of the 2015-16 year.
- The curriculum was revised during the fall of 2015.
- Nominated for the MSVCC Instructor of the Year.

Paralegal Technology – Ms. Jamie Hall, Director

- The Paralegal Technology program was ranked eighth in the 2015 Most Affordable Online Paralegal Degree Programs by the Online Paralegal Degree Center during the 2015 fall semester.
- Based on the latest fall unduplicated enrollment data reported, student enrollment in the program has increased.
- The number of paralegal students who are participating in the spring internship has increased.
- The Legal Education Association, which is a student organization for paralegal, criminal justice and law enforcement students, was established in the fall. Director **Jamie Hall** is one of the faculty advisers.
- Member of the Mississippi Bar and the Mississippi Paralegal Association.

Precision Manufacturing and Machining Technology – Mr. Jerry Pettigrew and Mr. Don Spurgeon, Directors

- **Jerry Pettigrew** was employed as an instructor. He earned an A.A.S. degree in Tool and Die Technology and has 26 years of CNC/Machining experience in the Precision Machining industry.
- The Precision Manufacturing and Machining Technology program has **100 percent** placement of the 2015 graduates. The program had **100 percent** passing rate on the CPAS with **72 percent** of the students placing in the advanced category.
- The Precision Manufacturing and Machining Technology program will host the annual Summer Manufacturing Camp, June 14 for eighth grade students.
- The Precision Manufacturing and Machining Technology program has provided nine workforce development training classes in basic and precision measurement.
- ICC's Precision Manufacturing and Machining Technology program acquired **\$20,000** worth of new machining equipment through the Perkins Grant for student use in the program.

Welding and Cutting Technology – Mr. Ron Brady, Director

- Highest welding CPAS scores in the state.
- Anthony Riddle scored 93 on the CPAS and tied with a student from Pearl River Community College on the highest single welding CPAS score.
- **100 percent** retention and **100 percent** graduation rate.

HEALTH SCIENCE INSTRUCTION – Mr. Harold Plunkett, Dean

- **Cindy Orrick** completed a continuing education course in Intermediate Microsoft Word 2013; obtained CPR certification; member of WHEMN.

Associate Degree Nursing - Dr. Kristi Dempsey, Associate Dean/Program Director

- Served as interim Associate Dean of Nursing/program director from August 2015-December 1, 2015; medical/surgical curriculum coordinator (2015).
- Member of Alabama Board of Nursing (1998-present); member of the Mississippi Board of Nursing (2012-present).
- Member of the Mississippi Nurses Association.
- Member of the Mississippi Council of Deans and Directors of Schools of Nursing; current member of NOADN and MOADN.
- Serves on the ICC curriculum committee.
- Serves on the Nursing curriculum committee and the Nursing evaluation committee.
- Member of the National League for Nursing.
- The ICC Associate Degree Nursing pass rate for NCLEX-RN first write for 2015 was **92.5 percent**.
- The ICC Associate Degree Nursing pass rate overall for 2015 is 96.5 percent.
- The Mississippi Associate Degree Nurse pass rate statewide for NCLEX-RN for 2015 is currently (cumulative report not currently available).
- The National Associate Degree Nursing pass rate for NCLEX-RN for 2015 is **82 percent**. The job placement rate is **100 percent** for 2015.
- Students represented nursing in the Honors Night Celebration, Hall of Fame, McCarty Scholarship, Mississippi Nurses Association scholarship, 40&8 scholarship and others.
- The AD nursing faculty consists of five doctoral-prepared nursing faculty and 12 master's-prepared nursing faculty, with eight working toward the doctoral degree.
- More than **1,000** hours of community service.

Mallory Pennington

- Active member of the American Health Information Management Association and the Mississippi Health Information Management Association.
- Serves as secretary for the Northeast Mississippi chapter of MSHIMA.

- Enrolled at the University of Mississippi Medical Center in the Health Informatics and Information Progression program with an expected graduation date of May 27, 2016.

Joy Hand

- Pursuing a doctoral degree in nursing practice at Samford University with an expected graduation date of July 2017.
- Nominated for Mississippi Organization for Associate Degree Nursing's Educator of the Year, 2015.

Shawna Langford

- PRN status in critical care and ER at the North Mississippi Medical Center.
- ACLS/PALS certified.
- CPR instructor.
- Chair of ICC's nurse mentor/mentee program.
- WGU evaluator part-time.

Dr. Tamar Lucas

- Coordinator of Fundamental of Nursing since 2010I maintained certification in psychiatric-mental health.
- CPR instructor; dissertation published in 2015.

Angie Morris

- Chair of the nursing curriculum committee.
- Course coordinator for Family-Centered Nursing Care.
- Coordinator for ICC's nurse externship program.
- Member of the Mississippi Organization for Associate Degree Nurses; member of the Mississippi Nurse Association.
- ACEN site evaluator.
- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of July 2017.

Robin Phillips

- Student Nurse Organization adviser (2005-present).
- MSII course coordinator (2011-present).
- Member of the Mississippi Organization for Associate Degree Nurses (2004-present).
- Part-time/PRN critical care and step-down critical care staff nurse at the North Mississippi Medical Center.

- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of May 2016.

Mary Fleming-Parker

- Designated education unit liaison for NMMC/ICC.
- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of May 2016.
- Member of the Academic Affairs committee of the Ida V. Moffett School of Nursing
- Member of MNA and MOSA.
- Certified Family Nurse Practitioner, works part-time for the North Mississippi Medical clinics.
- Chair of the Admission, Progression, Readmissions and Graduation committee.

Dr. Mary Walden

- Coordinated student participation for Komen Race for the Cure in October 2015 and student volunteers for the 20th annual ICC Bluegrass Concert in March 2016.
- Board of directors for Susan G. Komen Northeast Mississippi.
- Coordinator for Seminar I.
- Presented to the Mississippi Association of Radiologic Society.

Heather Hancock

- Maintains current nursing/nurse practitioner license in Mississippi.
- Member of the Mississippi Nurses Association.
- Member of State and National Organization of Associate Degree Nursing.
- Course coordinator for Dosage and Pharmacology.
- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of July 2016.

Dr. Earnest Agnew

- Continued term as NLN Ambassador for ICC/Nursing, 2009-present.
- Book reviewer for Craven, R. and Hirnle, C. (2015), Fundamentals of Nursing, Eighth edition, Wolters Kluwer, Philadelphia, PA 19103.
- Completed the SimHealth Advanced Instructor training at Northwest Mississippi Community College, February 2015.

- Participated in the 2015 M-OADN annual convention, “The Key to Nursing Success,” March 2015; CAE Healthcare’s Southern Regional HPSN 2015.

Toni Armstrong

- Currently serves on Learning Resources committee and Excellence in Teaching committees.
- Participating member of the ICC Foundation.
- Currently serves on departmental committees including AD Nursing Faculty committee chairman, AD Nursing Department’s Educational Resources committee.
- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of May 2016.

Cathy Todd

- Serves as Dosage and Pharmacology coordinator.
- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of July 2017.

Martha Davis

- Serves as a preceptor for the University of Mississippi Medical Center.

Misty Tooley

- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of July 2017.

Tracie Ramey

- Serves as chair of the Evaluation committee.
- Chair of IRB Revision/Rename/Ad-Hoc committee.
- Organizer of ICC Memorial annually.

Linda Bond

- Serves on the Student Services committee; co-coordinator of Fundamental of Nursing.

Amy Hussey

- Member of MNA and MSBON.
- Clinical liaison for North Mississippi Medical Center; SCM/KBMA coordinator.
- PRN staff nurse at Sanctuary Hospice House.

Debbie Scott

- Pursuing a doctoral degree in Nursing Practice at Samford University with an expected graduation date of July 2017, continues to prepare for CNE.
- Camtasia for voice over lectures.
- Nominated for M-OADN Innovative Teaching award, 2015

Licensed Practical Nursing - Dr. Kristi Dempsey, Associate Dean/Program Director of Nursing

Class of 2015/July graduation

- Total graduates - **19**
- Passed on first write - **17/19** taken so far
- 15 successful on first write - **79 percent**; two unsuccessful; two not tested
- Total overall rate - **89 percent**
- Job placement - **100 percent**
- Advanced Education - two went to NUR 2119 (FCNC) RN program, are employed as LPNs
- Retention/Graduation Rate - **95 percent/95 percent**

Class of December 2015

- Total students - **26**; 3 were unsuccessful, **23** graduates
- Passed on first write - **16**, 4 unsuccessful on first
- First write - **70 percent** so far
- Overall - **70 percent** so far
- Ratios - Sophomores - **26 students/2 faculty - 1:13**
- Retention/Graduation rate - **88 percent**

Class of July 2016

- Total students - 20
- Ratios - Freshmen - 20 students/2 faculty - **1:10**

Dr. Lisa Pearson

- Assisted the Mississippi Community College Board to revise the Practical Nursing Accreditation Manual 2015.
- President of the statewide Practical Nursing Council for 2015-16 through the Mississippi Community College Board.
- Received the Itawamba Community College Meritorious Achievement award, May 5, 2015.
- Earned the Doctor of Nursing Practice degree from Union University with a 4.0 GPA, May 16, 2015.
- Developed a White Paper entitled *Establishing a Healthy Workplace Environment: Workplace Bullying in Healthcare* and submitted it to the Mississippi State Legislature, which was presented by Rep. Steve Holland for consideration in the 2015 legislative session; presented topic of Workplace Bullying in Healthcare to numerous healthcare workers in the hospital and classroom setting; presented *Establishing Workplace Civility: Teaching Future Nurses to Establish a Respectful and Professional Workplace Environment* at the statewide Practical Nursing convention to nursing faculty, April 16, 2015, in Biloxi.
- Keynote speaker at the Practical Nursing convention in Biloxi, April 17, 2015; presented *Taming a Lion in the Workplace*, which focused on bullying.
- Participated in more than 1,000 hours in the last year in competencies related to leadership. Some of the hours were earned with the Mississippi Board of Nursing, Mississippi Practical Nursing Association, Mississippi Community College Board and leadership symposium.
- Published an article in the Mississippi Board of Nursing magazine, *Do nurses really eat their young?*, June 2015.
- Meets with current, future and past students not only during working hours, but also after hours and on weekends to help develop an educational plan for the students to achieve their educational goals in the nursing field.

Tammy Jones

- Earned the Master of Science in Nursing degree from the University of North Alabama in December 2015.

Health Information Technology – Ms. Donna Vaughn, Director

- **Nine** graduates (100 percent) passed the RHIT exam on the first write, the first time accomplished in program history.
- **Nine** graduates (100 percent) of the 2015 graduates have been placed in jobs related to the Health Information Technology degree.
- Sophomores and freshmen are both participating in the hybrid program of instruction.

Lori Little

- Earned a master's degree in Social Work in May 2015.

Occupational Therapy Assistant Technology – Ms. Dee Dee Lomenick, Director

- Graduate class of 2015 - **100 percent** pass rate.
- Graduate class of 2015 - **100 percent** job placement (at minimum part-time or PRN).
- Self-study for reaccreditation completed December 4, 2015 (onsite review March 2016).
- Partnering with NMSH to provide a Community Readiness program for patients.
- Hired a new AFWC and adjunct instructor.

Emergency Medical Services – Ms. Deborah Roebuck, Director

- Successfully completed self-study and site visit for accreditation of the Paramedic program.
- **100 percent** pass rate on National Registry for last class; two students have not taken the registry.
- Moved EMT to continuing education.

Physical Therapist Assistant Technology - Dr. Tom Hester, Director

- **100 percent** retention/graduation rate, 2015.
- The faculty continues to represent the College in state and national physical therapy arenas.
- **Dr. Tom Hester** served on the Mississippi Board of Physical Therapy
- **Cheryl Ware** continued to serve as an on-site reviewer for the Commission on Accreditation in Physical Therapy Education.

Radiologic Technology – Mr. Paul Crum, Director

- **94 percent** (17 out of 18) first attempt pass rating for the 2015 registry exam.
- **95 percent** (18 out of 19) graduation completion rate in 2015.
- **100 percent** job placement rate based on the program's accreditation standards.
- More than **100** applicants to the program each of the last several years.

Respiratory Care Technology – Mr. Jim Newell, Director

- **93 percent** graduation rate.
- **93 percent** placement rate.
- **93 percent** Board pass rate.

Surgical Technology – Ms. Tonya Davis, Director

- Recognized nationally for CST exam pass rate this year.
- **100 percent** Board testing rate.
- **93 percent** Board pass rate.
- **100 percent** placement rate.

DISTANCE LEARNING INSTRUCTION – Ms. Denise Gillespie, Dean

- The eLearning program was the first MSVCC college to launch the completely revised Early Childhood Education curriculum to the online Canvas platform in the fall of 2015.
- The Early Childhood Education program scored 85 percent passing rate on the CPAS spring testing in 2015 and had a 90 percent pass rate on Pre-Professional Assessment and Certification in Early Childhood Education national certification exam during the 2015 fall semester.
- The Paralegal Technology program was ranked eighth in the 2015 Most Affordable Online Paralegal Degree Programs by Online Paralegal Degree Center in the fall of 2015.
- In partnership with Lee County high schools, three new dual credit CTE programs started in the fall of 2015 on the Tupelo Campus. Classes were offered in health care, law enforcement and advanced manufacturing.
- Participated in the statewide CTE conference, August 2-4, 2015, and the national eLearning Guild event DevLearn: Innovation in the Making, October 6-8, 2015.
- Member of the MSVCC eLearning Coordinator Association and serves as interim dean of eLearning for the 2016 spring semester.
- Coordinated the dual credit program which served 740 students in the fall of 2015, a 23 percent increase from the fall of 2014.

Cassie Alexander

- Presented at the 2016 Creating Futures Through Technology conference on the new Public Health Technology program and the 2016 League for Innovation in Community Colleges conference.
- Attended the seventh Empowering Communities for a Healthy Mississippi conference in Jackson, May 20-22.

Sherry Bennett

- Attended Adobe InDesign training in May 2015.

Billy Carson

- Selected as a 2016 MSVCC Instructor of the Year nominee.

Jill Coker

- Served as an art judge for Lads to Leaders convention in Memphis, TN, 2015.
- Served as a speech coach for the local speech competition.

Melanie Francis

- Worked with Communication Division chair Anna Britt-Begnaud to design and implement the English Composition I streamlined course structured for traditional and online classes, which was piloted across the college during the 2015 fall semester.
- Attended Transitioning to College Writing symposium that was offered through the Department of Writing and Rhetoric at the University of Mississippi, October 1-2, 2015.
- Appointed to serve on the ICC Honors Council committee.

Jamie Hall

- Member of the Mississippi Bar and Mississippi Paralegal Association.
- Faculty adviser for the Legal Education Association, a student organization that provides professional leadership to ICC students majoring in Criminal Justice, Law Enforcement Technology, Paralegal Studies and Paralegal Technology.

Tim Huckaby

- Performs with the Tupelo Symphony Orchestra and with the Trinity Baptist Church Praise band and choir.
- Taught Mantachie High School's pre-school drum and band camps as well as assisted throughout the marching season.

Stacy Hughes

- Member of Women in Higher Education in Mississippi and attended the 2015 conference hosted by ICC.

Violet Jefcoat

- Earned the Bachelor of General Studies degree from the University of Mississippi, 2015.
- Lifetime member of Gamma Beta Phi, Alpha Lambda Delta and Theta Alpha Kappa, a member of the Society of Collegiate Leadership and Achievement and Who's Who Hall of Fame at the University of Mississippi, 2015-16.

Holly Kirk

- Selected as an ICC Lamplighter honoree and attended the Lamplighter conference, October 20-22, 2015.
- Attended the WHEMN conference hosted by ICC and the CTE conference in Biloxi.

Brandi McCraw

- Presented student retention strategies at the Creating Futures Through Technology conference and at a Louisiana Community College conference in Baton Rouge, March 2015.

- Enrolled in the Community College Leadership doctoral program at Mississippi State University.

Lynn Millender

- Successfully completed six graduate hours in Sociology from Delta State University and received a professional development fund award from the ICC Foundation, Inc. for graduate work.
- Worked with fellow colleagues to create the ICC Legal Education Association, a student organization that provides professional leadership to ICC students majoring in Criminal Justice, Law Enforcement Technology, Paralegal Studies and Paralegal Technology.
- Welcomed Honorable John A. Gregory, Judge for the Third Circuit Court District of Mississippi, as a guest speaker on the ICC Tupelo Campus for students, faculty and staff in November 2015.

Dr. Laura Pannell

- Received the 2015 Mississippi Humanities Council Teacher award and presented “Aging in America: Walk a Mile in an Elder’s Shoes” on the Tupelo Campus, October 26, 2015.
- Serves as State of Mississippi Law Enforcement instructor and conducts four-hour training sessions with area law enforcement academies. She serves on the Mississippi AARP Executive Council, Mississippi Leadership Council on Aging as a state appointee. North Mississippi State Hospital Human Rights Advocacy committee, Alzheimer’s Planning Council for the Department of Mental Health of the State of Mississippi as a state appointee, Mississippi Caregiver Coalition Planning Council and on the Veteran’s Day Planning Council.
- Participated in the pilot program providing pottery therapy at the Tupelo Nursing and Rehabilitation Center and the Christmas Adopt an Elder program.
- Presented Walk a Mile in an Elder’s Shoes at the Monroe County Health Connection in Amory and at the 2015 Annual Joint DHS/Mississippi Leadership Council on Aging conference in Biloxi.
- Keynote speaker for A Night to Care Senior Adult event, Houston.

Bo Rowland

- Selected as a 2016 MSVCC Instructor of the Year nominee.
- Attended the CTE Summer Conference in Biloxi, August 2-4, 2015; the CTE Criminal Justice Curriculum Revision and Development meeting in Jackson, September 14-18, 2015 and the MCCB Curriculum Review, September 27, 2015.

Joahn Summers

- Selected as a 2016 MSVCC Instructor of the Year nominee.
- Converted the Algebra sequence course shells to a fee-based model, which simplified student's access to MyLabsPlus and converted all math courses to Single Sign On to eliminate multiple log in points.
- Piloted NetTutor and RTR for student referrals and created reference materials for peer tutors to assist math students in the Success Center.
- Serves on the General Education Assessment across Instructional Modes committee and served on the Math Instructor Application committee.

Tequila Sunrise

- Attended the Women in Higher Education Mississippi Network conference, February 19, 2015; Creating Futures through Technology conference in Biloxi, March 4-6, 2015; and Internet 2 Learning Day in Raymond, September 17, 2015.
- Member of the eLearning Association, Mississippi Banner Users Group, AEOP, WHEMN and Tupelo Young Professionals. She serves on the ICC eLearning committee, eLearning Strategic committee, chairs the eLearning Quality committee and on the eLearning Coordinator's Technology committee.

Bob Swanson

- Attended CCWCS training session, Teaching Chemistry in an Online/Hybrid Classroom Environment in April 2015.
- Taught a two-night continuing education course about astronomy in March 2015 and coordinated a Backyard Astronomy presentation that included a portable planetarium from Ole Miss on November 5, 2015.
- Accepted into NASA's SOFIA Earth Partners program and conducted several astronomy outreach programs during 2015. He was selected to the Airborne Astronomy Ambassadors program and will fly with the Stratospheric Observatory for Infrared Astronomy telescope in 2016.
- Presented an astronomy talk, Multi-Wave-Length Astronomy: More than Meets the Eye at the Rainwater Observatory in French Camp, November 13, 2015.

Beth Tuck

- Attended the HPR Curriculum Alignment meeting, October 29-30, 2015.

2. Student Support Goal

The College will continually improve student programs and services needed to maximize student potential and monitor the progress and performance of the students in relation to their needs and expectations.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- **Magnolia Gold** – Magnolia Gold offers a unique opportunity for students to become leaders in the Mississippi Army National Guard while working toward a college degree. Students do not have to enlist to take courses as an elective but those who do so can take advantage of such benefits as tuition assistance and monthly pay. To qualify, students must be U.S. citizens, full-time college students, maintain a 2.0 GPA and enlist into the Mississippi Army National Guard. The program also features a Color Guard, which participates in numerous special events at the College. Magnolia Gold was offered for the first time at ICC during the 2015 fall semester.
- **L.E.A.P. Summer Bridge Program** – The first program, which was June 30-July 31, 2015 on the Fulton Campus, provided an opportunity for a select group of entering freshmen to complete six semester hours in English composition I or college algebra before starting their fall semester at ICC. L.E.A.P. is designed to help transition from high school to college offering a head start toward credits for ICC graduation and targeting students with an ACT Math sub-score 16-18 and/or students with ACT English sub-score 14-15. These students had the opportunity to either live on campus in the residence hall or commute from home. Participants also applied and qualified for the Federal Pell Grant to cover the cost of the program or paid out-of-pocket. The cost for the program was \$1,100 for commuters and \$1,500 for residential participants, which included tuition, meals, books and housing.
- **Unplanned Pregnancy** - A social worker with the Mississippi Department of Health is on both the Fulton and Tupelo campuses one day a week to help with family planning, Medicaid, unplanned pregnancy, birth control options, checkups and HPV vaccine. Times and locations are 10 a.m.-2 p.m., Mondays, in the Housing office on the Fulton Campus; and 10 a.m.-2 p.m., Tuesdays, in the Student Success Center on the Tupelo Campus. Belden Center students can visit either campus or call any number for assistance.
- Homecoming Court honorees presented on October 3, 2015 as well as at activities during the week included **Taylor McNinch**, queen; **Elizabeth McCullar** and **Ivy Robbins**, Fulton Campus sophomore maids; **Anna Prather** and **Alexandra Towery**, Tupelo Campus sophomore maids; **Victoria Allen** and **Torie Patton**, Fulton Campus Freshman maids; **Serenity Hawkins** and **Taylor Mann**, Tupelo Freshman maids.

- **Chauncey Mullins** of Tupelo and **Stephanie Hardy** of Baldwin were elected as Mr. and Miss Itawamba Community College for 2015-2016.
- Twelve ICC sophomores were named to the Hall of Fame for 2015-16 including **Michaela Cooper, Benjamin Davis, Stephanie Hardy, Andrew Hill, Rachel Hodnett, Margaret Hudson, Chelsea Lyle, Chauncey Mullins, Tanner Palmer, Rebecca Sharpe, Caleb Smart** and **Steven Ward**.
- Fifty-three sophomores were selected to Who's Who Among American Junior Colleges.
- **Michael Holloway**, academic advisor, graduated from the Mississippi Community College Leadership Academy, which was developed in the spring of 2009 to address the projected need for upper-level leaders in the Mississippi community college system.
- **Laurie Stephenson**, Tupelo Campus switchboard operator, and **Jennie Cates**, administrative assistant to the vice president of Student Services, were among three at ICC who received the Recognition of Excellence: Support Staff Employee award.
- **Dr. Buddy Collins** chaired the committee for the selection of Tim Dillard and Bobby Straughter as ICC's 2015 Athletic Hall of Fame inductees.
- Both Student Services and the Advising Center were the subjects of features on ICC's website during the summer of 2015.

Advising – Ms. Mande Miller, Director

- Advising Center coordinated the College Fair on both the Tupelo and Fulton campuses.
- Developed and initiated the role of Athletic Advisor to assist all student-athletes in realizing their full academic potential by providing academic support and by continuously monitoring their progress toward degree completion.
- Career Center Coordinator **Carla Rose** implemented Advising/Career programs on the Fulton and Tupelo campuses by offering more than 30 programming opportunities for students in the fall semester. These seminars cover a variety of topics related to advising, developing an education plan and preparing students for their future educational goals.
- Career Center Coordinator **Carla Rose** provided career guidance through testing and counseling to more than **350** students in the fall semester.

- Advising Center utilized social media to promote academic advising – **85** posts each on Twitter and Facebook and **22** posts on Instagram.
- Advising Center offered monthly professional development opportunities for faculty and staff advisors.
- Continuous implementation of a system to enroll At-Risk Students in LLS 1412-Improvement of Study for the spring term to increase retention.
- Collaborating with TIS to implement an enhanced Advising Portal to reflect in ICC's assessment of Advising.
- Collaborated with TIS and Institutional Research to develop a quantitative assessment for advisors.

Supportive and Disability Services – Mr. Marcus Simmons, Director and Ms. Emily Lamb, Director

- Sponsored the fall and spring meetings of the Tombigbee Counselors Association, which is comprised of counselors from all grade levels and schools within ICC's five-county district.
- The annual CPAS Scholars' Luncheon will be held in May. Students from ICC and the area Career and Technical Education Centers with scores of **80 percent** or higher will be honored with certificates or medals.
- The Summer Institute, a two-week professional development seminar for area teachers and administrators, is sponsored each July.
- ICC Career Bootcamp, a joint venture between Student Services, CCP and OSDS, provided an opportunity for assistance with job applications, resumes and job interviewing skills in April.
- CCP assists in promoting ICC's dual credit program by assisting with the information seminar each spring.
- OSDS and CCP have created and started an online professional development program, offering it to district public teachers and ICC employees. This fall and spring's online professional development topics have included "Asperger's," "Learning Disabilities" and "Seizure Disorders." District teachers have the opportunity to earn CEU credits which they can use to renew their educators' licenses.
- The offices of Supportive and Disability Services have served approximately **150** students with a wide variety of disabilities at the Tupelo and Fulton campuses and the Belden Center during 2015-16. The office continues to provide accommodations and services to all students registered with disabilities.

Admissions and Records – Ms. Cay Lollar, Director & Registrar

- Admissions/Records had perfect Mississippi Community College Board admissions audits for Fall 2014, Spring 2015 and Summer 2015.
- **4,714** transcripts from other colleges and high schools were received, scanned and processed for ICC students from February 1, 2015-January 25, 2016.
- **11,472** letters were sent to ICC applicants from February 1, 2015 – January 26, 2016.
- **9,625** applications for admission were processed and scanned for students by admit code from February 1, 2015 - January 26, 2016.
- **217** grade changes were processed for students during 2015.
- **1,536** current student records were set up for students enrolled during the summer 2015 semester.
- **5,837** current student records were set up for students enrolled during the fall 2015 semester.
- **5,318** current student records were set up for students enrolled during the spring 2016 semester.
- **1,476** degrees/certificates were awarded:
 - 980 degrees/certificates awarded – May 2015
 - 192 degrees/certificates awarded – Summer 2015
 - 304 degrees/certificates awarded -- December 2015
- **310** took the Residual ACT on the Fulton Campus from February 1, 2015 - January 26, 2016.
- 29 (summer 2015) and 76 (fall 2015) students who failed to meet admission requirements were contacted. These contacts were made by phone, mail and classroom visits. Admission requirements must be met to continue as an ICC student.
- **2,318** transcripts from other colleges were evaluated and articulated from February 1, 2015 – January 26, 2016.
- **8,568** Excessive Absence Forms were processed in 2015
 - 4,196** forms - Spring 2015 – **3,888** students
 - 228** forms - Summer 2015 – **205** students
 - 4,144** forms - Fall 2015 – **3,802** students
- **3,629** Readmission forms were processed in 2015

- 1,821** forms - Spring 2015 – **881** Students
 - 83** forms - Summer 2015 – **66** Students
 - 1,725** forms - Fall 2015 – **868** Students
- **1,300** No Shows were processed in 2013
 - 480** forms - Spring 2015 – **220** Students
 - 83** forms - Summer 2015 – **64** Students
 - 737** forms - Fall 2015 – **302** Students
- **Dual Credit/Dual Enrollments for Spring 2015, Fall 2015 and Spring 2016**
 - 722 Classes (560 Students)** – 549 DC students and 11 DE students Spring 2015
 - 1052 Classes (788 Students)** – 735 DC students and 66 DE students Fall 2015
 - 933 Classes (709 Students)** – 709 DC students and 20 DE students Spring 2016

Housing – Mr. Chad Case, Director

- March 24, 2015 – Program, “Violence Against Women” – Amelia Parkes, SAFE, Inc. –Fulton Campus.
- September 15, 2015 - Program, “Welcome to the Real World” (Money management) - MSU Extension Office.
- September 21, 2015- Program, “Career Game” – Diann Nichols/Carla Rose - Sheffield Hall.
- October 19, 2015 – Program, “Active Shooter” – Ricky Brasel.
- October 26, 2015 – Program, “Family Planning” – Andrea Senter/Mande Miller/Mississippi State Department of Health.
- February 3, 2016 – Program “Bystander Intervention” – Amelia Parkes, SAFE, Inc. – Fulton Campus.
- February 4, 2016 – Program “Bystander Intervention” – Amelia Parkes, SAFE, Inc. – Tupelo Campus.
- February 5, 2016 – Program “Bystander Intervention” – Amelia Parkes, SAFE, Inc. – Belden Center.
- February 23, 2016 – Program, “Career Game” – Diann Nichols/Carla Rose – Itawamba Hall.
- Mississippi State Department of Health – 200 brochures and flyers put in residence halls.
- Resident assistant training was conducted at the beginning of the 2015 fall semester.
- Assistance with retention of residence hall students through early notification for class readmission due to excessive absences.

Student Affairs – Dr. Brad Boggs, Director

- **April 2015** – Student Affairs hosted ICC's first Honors Orientation session on the Fulton Campus for high school seniors. The opportunity to schedule classes early, before any other high school students, is a great reward for these high-achieving students. This year's event is scheduled for April 20 at the Fulton Campus.
- **June and July 2015** – The offices of Student Affairs presented Freshman Orientation sessions to May 2015 high school graduates. Student Affairs personnel presented information, advised and registered all incoming freshmen during these sessions.
- Student Affairs personnel, along with the Dean of Career and Technical Instruction, visited area businesses/industries in an attempt to gain feedback about program offerings and increase ICC's adult student population.
- **Fall 2015** – The Tupelo Campus Student Government Association worked with the local Salvation Army to serve 50+ angels on an Angel Tree on campus.
- Student Affairs made multiple visits throughout the year to the Amory, Houston and Pontotoc WIN Job Centers, taking ICC registration on the road.
- Student Affairs personnel conducted phone call campaigns before the start of each semester in an attempt to recover eligible students who were previously enrolled at ICC, but had failed to sign up for classes.
- Student Affairs personnel actively participated and assisted in the first summer bridge program for summer 2015, L.E.A.P.
- Student Affairs personnel participated in recruiting efforts at the Tupelo Flea Market in an attempt to increase the adult student population.

INSTRUCTIONAL SERVICES DIVISION – Dr. Michelle Sumerel, Vice President**Learning Resource Center – Dr. Glenda Segars, Director**

- Served as a member of the Mississippi Library Commission Board of Commissioners (appointed to the Board by Governor Haley Barbour).
- Served as a member of the Lee/Itawamba Library Board of Trustees (appointed to the Board by the Lee County Supervisors).
- Represented Mississippi at the Annual Library Legislative Day at the Mississippi Capitol and at the American Library Association National Library Legislative Day activities in Washington, D.C.
- Attended the annual SACSCOC conference in Houston, Texas in December 2015.

- Staff conducted **149** library instruction sessions for **2,542** traditional and dual-credit students.
- From October 15, 2015-January 31, 2016, **13,373** students received services in the Fulton Campus Learning Resource Center, while **4,332** students utilized the Internet services. (The Fulton Campus LRC was closed from May 15, 2015-October 15, 2015 for roof repair.) From July 1, 2015 through January 31, 2016, 17,199 students utilized services in the Tupelo Campus Learning Resource Center while **7,963** students utilized the Internet services.
- The LRC staff has partnered with TIS staff to revise and upgrade the Learning Resource Center website to improve access to online resources for traditional, distance learning and dual-credit students.
- The Learning Resource Center partnered with the Mississippi Humanities Council and the Center for Bioethics and Medical Humanities at the University of Mississippi Medical Center to feature the “Food for Life, Food for Thought” panel display in the library during the 2015-16 school session.
- The LRC continues to subscribe to specialized online collections:
 - Films on Demand (an online collection of **8,900** full-length videos and **104,000** video clips to benefit online and traditional students)
 - *A.D.A.M.* (an online, interactive Anatomy program designed for use by Allied Health classes)
 - *Ebsco’s E-Book Collection for Community Colleges* (provides more than **40,000** titles to ICC’s electronic-book collection to benefit online and traditional students).

PACE – Mr. Marty Cooper, Director

- Increased retention rate - higher rates for the fourth consecutive year.
- Increased persistence rate - higher average hours passed for first-semester freshmen (higher average GPA for first-semester freshmen, lower average courses dropped for first-semester freshmen).
- Decreased financial aid warning/probation - lower academic and financial aid probation rate.
- PACE students participated in football and basketball nights, a fine arts activity and other campus activities/events to promote the importance of campus involvement.
- PACE program offered **53** sections of courses in traditional, evening and eLearning settings with **16** different instructors to provide students the best opportunity for them to take the course.

Student Success Center, Fulton Campus – Dr. Bronson Prochaska, Director

- Serves as an instructor for the freshman seminar course, College Life/PACE and the Improvement of Study course.
- Serves on the Behavior Intervention Team; Curriculum, Financial Aid Appeals and Calendar committees as well as the Honors Council.
- Serves on the Board of Trustees for ICC's Wesley Foundation.
- **Holli White** served as the coed cheer coach.
- Provided tutoring for ICC students in all math and science courses taught at the College (August 2015-February 19, 2016), **950** appointments.
- Staff visited all Beginning Algebra, Intermediate Algebra, College Algebra, Improvement of Study, Biology, Chemistry and Anatomy & Physiology classes to introduce them to the center and make them aware of the tutoring opportunities available to them.
- Responsible for the Early Alert Referral System, an early intervention program at ICC designed to provide intervention for students referred by their instructors because of academic difficulties or personal issues
- Organized a college-wide canned food drive, "Food for Families" at all three college locations pitting ICC against a rival community college; canned food items collected benefitted residents served by the food pantries of Itawamba County. More than **4,000** pounds was collected.
- Established the L.E.A.P. Summer Bridge program at the College during the summer of 2015. The five-week summer program provides an opportunity for a select group of entering freshmen to complete six semester hours (two classes) before starting their fall semester at ICC. The program is designed to support the transition from high school to college, offer a head start toward credits for ICC graduation and prepare participants for College Algebra or English Composition I by the fall semester. **Forty-eight** students participated in the inaugural year of the program with **100 percent** of the students earning a grade of 'C' or higher in their course, which allowed them to advance to the college-level course.

Student Success Center, Fulton Campus – Dr. Bronson Prochaska, Director

- Provided writing assistance to ICC students (August 2015-February 19, 2016), **824** appointments.
- Presented monthly seminars for students focusing on improving aspects of their writing.
- Staff hosted all Beginning and Intermediate English classes in the center to introduce them to the center and provide information about services available.
- Staff visited all Theatre Appreciation classes to provide writing skills assistance to students.

Student Success Center, Tupelo Campus – Regina Moffett, Manager

- Presentations to science and PACE classes highlighting academic support services offered by the Student Success Center and college.
- Offered tutoring in **nine** subjects for ICC students on the Tupelo Campus.
- Served **1,098** students in the 2015 fall semester.
- Responsible for the College's Early Alert Referral System - Tupelo Campus and online, an early intervention program designed to provide intervention for students referred to the system by faculty/staff for academic/personal reasons.

Writing Center, Tupelo Campus – Regina Moffett, Manager

- Conducted **573** face-to-face consultations during the 2015 fall semester.
- Consulted online with **592** students during the 2015 fall semester.

3. Technology Goal

The College will use the latest and most appropriate technology to support and enhance all operations, programs and services.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Telecommunication & Information Services – Mr. Allen Coleman, Director

- Completed **1,706** work orders.
- Completed **304** webpage change requests.
- Created new Automated User Creation.
- Created automated course group management inside Active Directory.
- Created adviser dashboard for advising administration.
- Added multi-term advising planning form.
- Installed various Banner upgrades.
- Converted active students' email to Microsoft's Office 365.
- Designed and implemented comprehensive technology infrastructure upgrades for the following buildings, including network infrastructure, wireless and voice-over-IP telephones
 - Multipurpose Building (Tupelo), Learning Resource Center (Fulton), Football Fieldhouse, Davis Event Center, Fitness Center, Fine Arts Complex and Belden Center
- Upgraded TIS Service Center (Fulton) and TIS offices to voice-over-IP phones.
- Reconfigured Amory, Houston and Pontotoc WIN Job Centers for new IP addressing scheme.
- Replaced **12** public access PCs for the Learning Resource Center.
- Replaced **25** PCs in Advanced Education Center (AEC), **120** for eLearning.
- Worked with CSpire for the installation of fiber in Administration (Tupelo) for redundant Internet connection.
- Worked with CSpire to relocate fiber to Student Support Center to prepare for the demolition of the Tupelo Campus Administration building.
- Set up mobile cart for Diesel Technology with **20** Panasonic Toughbook laptops and **15** iPads.
- Installed server racks for new data center in Davis Event Center.
- Prepared new data closet in B Building (TIS) in Tupelo.
- Installed **2** outdoor wireless APs on Football Fieldhouse and Davis Event Center.
- Upgraded **21** PCs in Belden room 306 to Solid State Drives (SSDs).

- Reconfigured Belden network for new IP addressing scheme.
- Decommissioned old data closet in Belden by removing equipment and old cabling.
- Upgraded Macs in Piano lab (Fine Arts) with Solid State Drives, newest operating system, and Finale software.

4. Campus Climate Goal

The College will promote a safe and orderly campus climate that values the rights and dignity of individuals, respect for one another, the development of personal self-esteem, and exemplary personal conduct.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- **Violence Against Women Act (VAWA)** – The Violence Against Women Reauthorization Act by the U.S. Congress has led to a renewed effort by colleges and universities across the nation to respond to the needs of the campus community regarding such crimes as domestic violence, dating violence and stalking. Policies and information are located on the ICC website under Campus Safety. Training for administrators, faculty and staff was at the Belden Center in July 2015 and for students in March 2015 on the Fulton Campus.
- **Blue Cross Blue Shield (BCBS)** –Blue Cross & Blue Shield of Mississippi Foundation approved the proposal for the WellFIT365 grant, which covered new cardiac equipment, a nine-week health and nutrition program, youth summer health and wellness camp. The goal of the initiative to create healthier lifestyles, nutrition practices and more active lives of ICC's faculty, staff and students. In addition to the new cardiac equipment, a rope course was added in July 2015.
- The shuttle services continues to operate between the Fulton and Tupelo campuses.
- Personal counseling services for students continue to be utilized with an off-campus professional.
- Sponsored Cultural Unity: Black History Month programs on both the Fulton and Tupelo campuses in February. The speakers included Shane Hooper at the Tupelo Campus and Ramon Gary at the Fulton Campus.

Campus Police – Chief Ricky Brasel

- Included information in the Chieftain and on the College's website to encourage all members of the campus community to sign up for ICC ALERT.
- Updated ICC's emergency procedure information on the website.
- Posted the Continuity of Operations Plan on ICC's website.
- Chief Ricky Brasel completed the sexual violence against women classes in Corinth.
- ICC is in full compliance with the new Violence Against Women Act, and all officers have been trained in the new laws.

5. Fiscal Goal

The College will maintain sound financial management while focusing on programs and services vital to the mission of the College.

BUSINESS SERVICES – Mr. Jerry Senter, Vice President

- Expanded color print capabilities through the College print shop, keeping jobs in-house, resulting in savings.
- Developed an online bank reconciliation system, saving employee hours in performing this repetitive monthly task.
- Utilizing an Inview Access system with the College's bank, which allows online wire transfers, saving time and money and is more secure than the previous method.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

- ICC is the recipient of a **\$3.5 million** FEMA grant to construct the safe room/band hall.

ECONOMIC & COMMUNITY SERVICES – Dr. David C. Cole, Interim Vice President

- Implemented a **\$3.1 million** SNAP research grant.

INSTRUCTIONAL SERVICES DIVISION – Dr. Michelle Sumerel, Vice President

- Received a **\$20,000** MS INBRE Curriculum Development grant.
- Completed a **\$285,000** ARC Transportation Program grant to purchase advanced technology equipment for Automotive Technology, Diesel Technology and Collision Repair Technology.
- Collaborated with ABE/GED to dually enroll GED students in CTE and Workforce career pathways as part of the MI-BEST program funded by the Kellogg Foundation **\$200,000** grant
- IMM purchased two additional Fanuc CERT training cells and **six** additional FANUC control pendants/simulators in 2015 with Perkins and TAACT grant funding, a total investment of approximately **\$95,000**.
- Twelve advanced programmable logic controllers and **12** variable frequency drives were purchased to enhance current PLC and sold state motor control training at a cost of **\$40,000**, which was funded from a TAACT grant.
- The donation of a modern robotics manufacturing cell to the IMM and ELT programs was the result of a long-standing partnership with Mueller Copper Tube. The cell, which is valued at approximately **\$100,000**, allows the programs to enhance their instruction in the areas of troubleshooting, motor control systems, safety, programmable logic controllers, mechanical drive systems and robotics.

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Bluegrass & Barbeque Concert - 2015 - **\$108,000** (exceeded fundraising goals).
- Developed Tour de Tanglefoot Bike Ride - raised **\$14,000 to \$17,000** annually.
- Received a **\$25,000** gift from ER Carpenter for the Health Science Education Center.

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- No Financial Aid audit findings for 2014-15 (preliminary report).
- Admissions/Records had perfect Mississippi Community College Board admissions audits for Fall 2014, Spring 2015 and Summer 2015.

6. Growth Goal

The College will strive to achieve an annual enrollment increase.

INSTRUCTIONAL SERVICES – Dr. Michelle Sumerel, Vice President

- Increased Dual Credit Enrollments with all district high schools.
 - **722 Classes (560 Students)** – 549 DC students and 11 DE students Spring 2015
 - **1052 Classes (788 Students)** – 735 DC students and 66 DE students Fall 2015
 - **933 Classes (709 Students)** – 709 DC students and 20 DE students Spring 2016

Student Affairs – Dr. Brad Boggs, Director

- Student Affairs hosted ICC's first Honors Orientation session on the Fulton Campus for high school seniors. The opportunity to schedule classes early, before any other high school students, is a great reward for these high-achieving students. This year's event is scheduled for April 20 at the Fulton Campus.
- Student Affairs presented Freshman Orientation sessions to May 2015 high school graduates. Student Affairs personnel presented information, advised and registered all incoming freshmen during these sessions.
- Student Affairs made multiple visits throughout the year to the Amory, Houston and Pontotoc WIN Job Centers, taking ICC registration on the road.
- Student Affairs personnel conducted phone call campaigns before the start of each semester in an attempt to recover eligible students who were previously enrolled at ICC, but had failed to sign up for classes.
- Student Affairs personnel actively participated and assisted in the first summer bridge program for summer 2015, L.E.A.P.
- Student Affairs personnel participated in recruiting efforts at the Tupelo Flea Market in an attempt to increase the adult student population.

Student Recruitment, Orientation & Scholarships – Mr. Larry Boggs, Director

- ICC's recruiters not only focus on high school seniors, but also speak with juniors, sophomores and freshmen about the importance of a college education and the advantages of starting at ICC. They speak to students not only in classrooms, but also set up booths during breaks and lunch, participate in college fairs and career fairs, work with students and parents during financial aid nights and have just started sponsoring ICC Senior Breaks at high schools

where recruiters provide refreshments during break time for seniors and educate them about ICC at the same time. ICC representatives also speak to students at ICC's area vocational centers and meet with GED completers as well.

- Beginning this spring, five counselor appreciation luncheons are scheduled, one in each county. This will not only allow ICC to show its appreciation for them, but it will also afford the College the opportunity to gain insight on how to better serve the students.
- This spring the College will begin implementation of a recruiting tool utilizing text messages to communicate with and inform potential students about important events, deadlines and information at ICC.
- The office of Student Recruitment has assumed the responsibility for scheduling and operation of ICC's Automated Manufacturing Mobile Lab. The challenge was for more community exposure for the lab to share opportunities and programs available. As a result of the combined effort of ICC personnel, Student Recruitment met the challenge. During the 2014-15 school year, the ICC Mobile Lab was scheduled for more than 30 dates at festivals, elementary schools, middle schools, high schools and vocational centers. More than 3,500 people ranging from 12-70 years of age toured the lab. So far during the 2015-16 school year, the lab has made an additional eight visits with more than 1,400 people touring the lab with the target audience primarily sixth-eighth grade students. Planning and discussions have begun regarding the future of the lab and exciting updates and remodeling ideas are being considered in hopes of making the lab a true look into the future of automated manufacturing and the high-tech jobs that students can obtain with a short-term degree from ICC.
- Recruiters have also been reaching out to area WIN Job Centers and industry in an effort to target and better serve the adult learner population and gain insight on what classes they need and the best method for offering those classes.
- Two years ago with the assistance of TIS, Student Recruitment created a recruiting portal on the ICC website called Scout, which is a great resource for students to obtain necessary information about the admissions process, financial aid and scholarships, housing, campus tours and more. More than 2,500 potential students have toured the campus and used Scout to schedule their tour this year. In addition to individual tours, many large groups have toured as well. ICC hosted various high schools and vocational centers, and Milam brought all 580 of its sixth graders to experience ICC and see what the College has to offer.
- ICC's student-led Freshman Orientation continues to be a huge success as 99.9 percent of the 1,483 students who attended indicated that they had a great experience. It has proven to be a great way to give students the information needed for a good start in college. ICC believes that limiting numbers for each session and dividing students into small groups allows them to receive more personal attention and feel better about their orientation experience.

- ICC offered its first-ever Honors Orientation last April for seniors who scored a 24 or better on their ACT with 100 students attending.
- Scholarships awarded to entering freshmen for the 2015-16 school year include:

▪ 28+ ACT Scholarship	55
▪ 24-27 ACT Scholarship	259
▪ 22-23 ACT Scholarship	200
▪ Valedictorian/Salutatorian	28
▪ Academic Scholarship	310
▪ Regular Career Incentive	8
▪ Special Career Incentive	20
▪ Special Achievement	68
▪ Leadership	494
▪ Adult Learner	133

Financial Aid – Mr. Terry Bland, Director

Audit for 2014-2015

- No audit findings for 2014-15 (preliminary report).
- Final report due in March 2016.
-

Federal Aid

- Disbursed **\$23,489,094** in Federal Student Aid for 2014-15.
- Have awarded **\$24,357,609** in Federal Student Aid for 2015-16.

State Aid

- Disbursed **\$755,398** in State Student Aid in 2014-15.
- Have awarded **\$745,159** in State Student Aid for 2015-16.

County Aid

- Disbursed **\$469,065** in county tuition grants in 2014-2015

▪ Benton County	\$2,500
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- Chickasaw County **\$29,400**
- Itawamba County **\$74,145**
- Lafayette County **\$700**
- Lee County **\$263,422**
- Monroe County **\$34,378**
- Pontotoc County **\$64,520**
- Have awarded **\$488,459** in county tuition grants for 2015-16.

Veterans

- Processed **344** certifications for Veteran and/or Service members receiving military education benefits for 2014-15:
 - Fall 2014 **159**
 - Spring 2015 **147**
 - Summer 2015 **38**
- Have already processed **241** certifications for 2015-16.
 - Fall 2015 **134**
 - Spring 2016 **107**

Outreach

- Participated in the Annual College Goal Sunday programs throughout the ICC five- county area.
- Visited area high schools and conducted financial aid workshops.
- The Financial Aid office held FAFSA Fridays during Spring 2015 and 2016 at both the Fulton and Tupelo campuses to assist prospective students with the completion of the Free Application for Federal Student Aid.

Accomplishments

- Completed a Process Improvement Analysis with Ellucian.
- Submitted Gainful Employment data prior to the deadlines.
- Combined the required annual disclosures into one email notification and submitted to all enrolled students and employees.
- Completed the Fiscal Operations Report and Application for Participation (FISAP).
- Received notification that ICC's Cohort Default Rate (CDR) on student loans has fallen another 2 points to 23.3.

7. Building Goal

The College will construct and improve facilities based on prioritized needs as funds become available.

DEVELOPMENT & PLANNING – Mr. Wayne Sullivan, Vice President

Physical Plant – Mr. Thomas Bonds, Director

- Submitted completed Band Hall design documents to FEMA for approval to move forward with the construction bid.
- Supervised completion of construction of the new Physical Plant at the Tupelo Campus.
- Employed engineers to design space to accommodate Tool & Die and Robotics at the Belden Center.
- Supervised completion of the Tupelo Campus Technical Building renovation to a Natural Science facility.
- Supervised completion of the baseball dressing room facility.
- Supervised construction of the restroom facility at the Fulton Campus ropes course area located on Voc. Tech Road.
- Supervised reroofing of the Learning Resource Center, Monroe Hall, Administration and TIS Buildings, Fulton Campus.
- Coordinated advertisement with the Bureau of Buildings and Grounds for the employment of architectural services to design the new Academic and Student Support Building, Tupelo Campus.
- Employed civil engineers to develop specifications to demolish the director's house, Administration, HVAC, Welding and Physical Plant buildings, Tupelo Campus.
- Installed new carpet and ceiling tile in the Fulton Campus Learning Resource Center.
- Repaired exterior brick columns at Lee Hall.
- Remodeled the Tupelo Campus Diesel Technology shop to expand instructional space.
- Remodeled the Fulton Campus Student Activities Center with new floor tile, lights and dining tables.
- Relocated fitness equipment from Fulton to Tupelo and Belden.
- Replaced window caulk at the David C. Cole Student Services building on the Fulton Campus.
- Graded and grubbed low area north of Pontotoc Hall.
- Landscaped and installed irrigation system at the Fulton Campus Academic Building.
- Repaired exterior planters, concrete and installed new plant material at the Fulton Campus Technical Education Building.
- Repaired pump station for athletic complex irrigation pond.
- Tied lighting system into campus energy controls at the Crane Pavilion and Fitness Center on the Fulton Campus.
- Replaced lighting controller at Davis Event Center.

8. Administrative Management Goal

The College will provide quality administration and management to the educational and support services of the College.

INSTITUTIONAL RESEARCH & ACCOUNTABILITY – Ms. Liz Edwards, Director

- Completed the 2014 Report Card submission and assisted with the statewide strategic plan and master budget reporting.
- Completed the Aspen Prize for Community College Excellence 2017 packet submission.
- Served on Instructional Policies Committee.
- Served on CIRE (Council of Institutional Research & Effectiveness).
- Served as MAIR (Mississippi Association of Institutional Research) Treasurer and attended and MAIR conference April 2016.
- Served as SACCR (Southeastern Association of Community College Research) President for 2016 and attended the conference in 2016.
- Attended SACSCOC conference in December 2015 and the MCCB Summer Data Conference in June 2015.
- Peer reviewer for the Southern Association of Colleges Commission on Colleges.
- Attended training for SACSCOC Committee Chair
- Appointed SACSCOC Liaison for ICC
- Directed the initial planning for the SACSCOC Decennial visit in Fall 2017 and directed the planning for the first phase of the Quality Enhancement Plan.

STRATEGIC PLANNING & INSTITUTIONAL EFFECTIVENESS – Ms. Amy Cappleman, Director

- Led two annual planning training sessions and nine annual planning completion workshops with **40 percent** of eligible planners taking advantage of the assistance workshops.
- Of the College's **281** annual planning outcomes,
 - **59 percent** were achieved and another
 - **24 percent** were not achieved but improved
 - The total improvement rate of **83 percent**.
 - Of those 281 outcomes, **251** supported the 2011-2015 strategic initiatives and **277** supported the institutional goals.

- The new 2016-2020 Strategic Plan has been approved and is currently being implemented. The College completed an extensive environmental scan including employee surveys, student surveys, a Board of Trustees survey, a business and industry survey, an economic study and a key performance indicators study over several months. Then, a strategic planning retreat was conducted on September 17 and 18, 2015. Strategic initiatives and institutional goals selected at the retreat were then refined by the Strategic Planning Council and assessments and responsible parties were assigned to ensure accountability. The plan will be executed through the College's daily operations and monitored using the annual planning system and processes.
- In spring 2015, the CAAP (Collegiate Assessment of Academic Proficiency) was administered to **386** ICC sophomore students. This national exam measures student proficiency in the general education competencies of writing, mathematics, reading, critical thinking and science. ICC students scored above the national average in mathematics and science.
- The Mississippi Career Planning and Assessment System, Edition 2 (MS-CPAS2) exams were administered during spring 2015, summer 2015 and fall 2015 to **221** students. The MS-CPAS2 tests are administered for programs that do not have a designated credential such as a licensing exam or certification. The exams measure student mastery of program content.
- Served as chair of the Strategic Planning Council.
- Served as chair of the Planning and Assessment Committee.
- Attended MAIR (Mississippi Association of Institutional Research) April 23-24, 2015.
- Attended MCCB Summer Data Conference June 10-11, 2015.
- Attended SACSCOC Summer Institute on Quality Enhancement & Accreditation, July 19-22, 2015.
- Attended SACSCOC Annual Meeting, December 5-8, 2015.
- Served as SACSCOC peer reviewer for two colleges, one for a substantive change in North Carolina and one for a reaccreditation in Texas.
- Serving as part of ICC's SACSCOC reaccreditation leadership and writing teams

9. Professional Faculty Goal

The College will provide a professional environment that demands the highest professional teaching standards; encourages continuing scholarship among faculty; recognizes the importance of faculty participation in all aspects of the institution's operations; and supports activities that help faculty remain current in their discipline.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Michelle Sumerel, Chair	V.P. of Instructional Services
Amy Cappleman	Director of Strategic Planning and Assessment
Denise Gillespie	Dean of eLearning Instruction
Michael Holloway	Academic Advisor
Mande Miller	Director of Advising
Harold Plunkett	Dean of Health Science Instruction
Dr. Glenda Segars	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Dana Timms	AEOP President, Fulton

Professional Development topics and speakers for 2015-2016 included:

Professional Development Sessions

Academic-General [24 Offerings]

- TurnItIn-Creating a Canvas Assignment Using TurnItIn
- Jing
- Teaching Strategies
- Using the Smartboard
- Learning Theory: The Basics
- Curriculum Development
- Good Teacher Bad Teacher: Closing the Gap

- Aspergers Syndrome: Understanding Students with Aspergers
- Disability Etiquette
- Dr. David Lee - See what Others Don't See
- Fall15-Sean Glassberg
- Starlink [3 Offerings]:
 - MLA Annual Conference
 - STARLINK: Adult Learning Strategies
 - STARLINK: Course Redesign

Academic-Math & Science [3 Offerings]

- MCC Faculty Association Fall15 Meeting
- Multi-Wavelength Astronomy - More than Meets the Eye
- Monthly Public Program at Rainwater Observatory

Academic-Nursing [25 Offerings]

- NurseTime:
 - NurseTim - Directors and Chairs: Succeeding with Sanity
 - NurseTim - Retention and Success: Creating a Student Centered Culture, Part 1
 - NurseTim - Retention and Success: Creating a Student Centered Culture, Part 2
 - NurseTim - Successful Leading: 10 Tips for Directors, Deans, and Chairs Nursing Negligence: Protect Yourself, Protect Your Patients
 - NurseTim - Assessing and Promoting Students? Clinical Performance
 - NurseTim - Strategies to Prepare Successful Graduate Students "Medscape: Webinars 1. Can BP Target Less than 120mmHg Improve CV Outcomes 2. Managing Diabetes in the Long-Term Care Setting: Strategies and Tools 3. Difficult Cases in GERD: Evaluating Symptoms

When PPIs Fail"

- NurseTim - Clinical Preceptors: Partners for Program Success
- Turning Technologies
- 2015 Infection Control Conference
- 2015 Workforce, Career, and Technical Education Summer Conference
- June 2015 College Board AP Reading Scoring the AP Statistics Exam
- 2015 Aiming for the Best Outcomes Conference
- Teachers Institute - PreService Training
- Understanding the Gut Brain: Stress, Appetite, Digestion, and Mood
- MS Society for Social Work Leadership in Healthcare-44th Annual Conference
- Do Nurses Really Eat Their Young
- Neuroscience & Learning - Healing the Injured Brain
- MS Society of Radiologic Technologists-74th Annual Conference
- Cinahl Information Systems
- Simulation User Network Conference
- Southern Regional Human Patient Simulator Networking (HPSN) Conference
- North MS State Hospital-Annual Review 12-5-16
- North Mississippi State Hospital Annual Review 1/15/16
- Emergency Medicine Symposium -2016

Academic-English & History Divisions [10 Offerings]

- 2015 MS/LA Regional Honors Institute @ MGCCC
- Alice Myatt-Department of Writing and Rhetoric UM
- World Literature I, World Literature II, and Writing for

Publication textbook selection

- English Department: Composition I Course Alignment-Adjunct Orientation
- Phi Theta Kappa MS/LA 2015 Fall Leadership Conference
- 2015 TYCAM Annual Conference
- PTK Advisor Institute -2015
- 5th Annual Transitioning to College Writing
- English Articulation Conference - Fall15
- English Composition I Realignment

Athletics [5 Offerings]

- MAC Coaching Clinic-July14-16, 2015
- MACJC-Football Officials Pre-Season Clinic Agenda July 17, 2015
- 60th Annual MS State Department of Health-MultiSports Clinic
- NJCAA Compliance Seminar
- Athletic Budget Meeting-Purchasing Workshop(NJCAA)

CTE/Computer [3 Offerings]

- FANUC: V-iR Vision Operation and Programming - 2D
- FANUC: Advanced TPP Programming
- FANUC: Handling Tool Operation

eLearning [9 Offerings]

- Technology ToolKit for Student Success-Fall14 required
- High Quality Instruction Training
- Basic Canvas Fall15
- Canvas Grade Book Training
- NetTutor Demo
- Quality FeedBack-SPR15 required
- eLearning Association Retreat-2015
- Engaged Educator-Fall15

10. Human Resources Development Goal

The College will provide appropriate training and professional development to maintain employee competence and productivity.

Human Resources – Mr. Tim Senter, Director

- Negotiated and implemented new fringe benefit for employees called Tele-Health, whereby employees can consult with medical professionals by phone, saving lost work hours while awaiting doctor's visits.
- Developed and implemented a change in hiring practices to adhere to Code 25-1-113, which does not allow the hiring of persons who have pled guilty or been found guilty of certain crimes against a public body or institution.

The Professional Development Committee is dedicated to providing targeted professional development sessions based on needs as evidenced by institutional data. Members of the Professional Development committee include:

Dr. Michelle Sumerel, Chair	V.P. of Instructional Services
Amy Cappleman	Director of Strategic Planning and Assessment
Denise Gillespie	Dean of eLearning Instruction
Michael Holloway	Academic Advisor
Mande Miller	Director of Advising
Harold Plunkett	Dean of Health Science Instruction
Dr. Glenda Segars	Director of Learning Resources
Tim Senter	Director of Human Resources and Purchasing
Dana Timms	AEOP President, Fulton
Dr. Michelle Sumerel, Chair	V.P. of Instructional Services

Professional Development topics and speakers for 2015-2016 included:

Professional Development Sessions

Administrative [25 Offerings]

- Recruiting Campus Wide
- Phone and Email Etiquette
- Microsoft Word 2013

- Microsoft Outlook 2013
- Microsoft Excel 2013
- FERPA 101
- Stress Management
- Staying Positive in the Workplace
- Emergency Procedures
- Seizures: Recognition and What to Do
- Web Browsers
- Violence Against Women Act (VAWA)
- Annual Planning Training
- Merle Temple: "A Ghostly Shade of Pale" & "A Rented World"
- Flex Care Health
- Don H. Thompson: "Stennis: Plowing a Straight Furrow"
- National Run at Work Day – 2015
- Constitutional Day - 2015
- Ron Borne - Troutmouth: The Two Careers of Hugh Clegg
- Aging in America: Walking a Mile in an Elder's Shoes
- AEOP - 2015 Breast Cancer Awareness Meeting
- PTK - Fall15 Organ Donor Challenge
- Career Short Takes: Communication Skills for the Workplace
- Career Short Takes: Stress Busters for School and Beyond
- CPR Training - Itawamba Attendance Center 12-21-15

Work Specialty Areas [14 Offerings]

- Custodial Care Updates
- Slips, Trips, and Falls
- Chemicals in the Work Place
- CISCO Networking Academy Instructor Meeting
- MASFAA Fall15 Training
- General Cleaning & Attitudes Physical Plant PD 2016

- Pro Auto Tech - Mysteries of Fuel Injection
- Pro Tech Auto - Global OBD22
- February 2016 Faculty/Staff Meeting
- WIOA - MS Dept. of Rehabilitative Services
- WIOA - MS Partnership Workforce Development Area
- Concealed Fastener Roof Installer Training
- Siemens 5-630: Apogee PPCL Programming
- Locator Training: Connecting the Dots

WellFIT [9 Offerings]

- Fall15 Sugar Shockers
- Fall15 Healthy Snacks
- Fall15 Rethink Your Drink
- Fall15 Breakfast - THE Way to Start Your Day
- Fall15 Food Labels - Decoding The Mystery
- Fall15 Exercise and Weight Loss
- Stress, Anxiety, Physical and Mental - Spring 2016
- Cardio-respiratory, Muscular Strength, Endurance, & Flexibility- Spring 2016
- Fitness Assessment - Spring 2016

Emergency Preparedness and Violence Prevention [9 Offerings]

- Eye3Mobile BodyCam Training
- Violence Against Women-July 28, 2015
- EverFi Haven - Understanding Sexual Assault
- FEMA-Active Shooter: What You Can Do
- FEMA - Workplace Violence Awareness Training 2015
- FEMA - NIMS Resource Management
- FEMA - Basic Workplace Security Awareness
- Active Shooter Training - October 2015
- Response to an Active Shooter Training

11. Public Relations Goal

The College will continually develop and implement an effective public relations program designed to enhance the position, prestige, and esteem of the College, both within the community it serves and the education community at large.

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Employed the Director of Development.
- Announcer for the All-American Band pregame and halftime.
- Presenter for the 2015 MACJC Inter-Alumni conference and the Public Relations Association of North Mississippi.
- Member of the board for the Fulton Chamber of Commerce and the new Expectations for Women in North Mississippi.
- Attended the Mississippi Association of Partners in Education Winter-Reed Medallion award ceremony for Dr. Clyde Muse.
- Marketing - Purchased billboards on Highway 45 and 78 for the first time in college history as well as annual space on the digital billboard in Tupelo, established the use of skyscraper banners for promotion, and purchased welcome banners for the Fulton Campus and launch of the ICC mobile app.
- Serves as co-host for the ICC Edition of Our Town on Supertalk 102.9 monthly radio shows.
- Publications
 - Initiated and implemented graphic design plan for ICC website homepage.
 - Expanded ICC website with **12** new Web pages and continual rotating graphics.
 - Positively ICC monthly recognition for employee and student.
 - Initiated online versions of the Chieftain and biannual Connection magazine.
 - Weekly publications of Inside ICC and StudentNotes.
 - Monthly publication of ParentsNotes and Alumni/Foundation e-newsletter, ICC Insight.
 - Monthly athletic newsletter.

- Sports information
 - Oversight of all sports information activities including redesign of LetsGoICC website; development of graphic-centered monthly newsletters; hype videos; sports media guide and sports media guides for each sport; theme nights for basketball games in the Davis Event Center; and LetsGoICCCTV.com.
 - Coproduced the JUCO Weekly Gameday Experience.
 - Provided spirit stickers for athletic events.
- Alumni
 - Initiated and implemented new Homecoming activities including Red, Hot & Blue Cookout, Warpath Walk and Fine Arts campus concerts.
 - Coordinated the Pack the House/Alumni event.
 - Board of directors meetings.
 - Annual graduation breakfast.
- Foundation
 - Bluegrass & Barbeque Concert - 2015 - **\$108,000** (exceeded fundraising goals).
 - Developed Tour de Tanglefoot Bike Ride - raised **\$14,000 to \$17,000** annually.
 - Established the ICC Foundation on Facebook.
 - ICC Foundation board of directors meetings.
 - Added two endowed scholarships.
 - Received a Carpenter grant from CREATE for **\$25,000**.
- Social media
 - LetsGoICC Instagram received the Grand award from the College Public Relations Association of Mississippi.
 - Development of Periscope video campaign including the new student show - The LIN Report.
 - Oversight of **10** different social media accounts for ICC reaching **500,000** plus monthly.

Graphic Design and Photography – Ms. Kim Wiygul-Williams, Director

- Selected to participate in the 2015 Double Decker Arts (Oxford) and Gumtree Arts (Tupelo) Juried Festivals.
- Recognized with award in photography by the College Public Relations Association of Mississippi.
- Participated in the University Photographers of America Association conference in Ann Arbor, Michigan.

- Placed in the 2014-15 Mississippi Community and Junior College Press Association Yearbook competition - cover, second place; theme, first place; structure, fifth place; copy, fifth place; photography, fifth place; and overall, fifth place.

Public Information – Ms. Donna Thomas

- Sent approximately **300** news releases to area media including newspapers (weekly and daily), radio and TV.
- Serves and treasurer and scholarship committee member of the College Public Relations Association of Mississippi and treasurer of the Mississippi Community and Junior College Inter-Alumni Association.
- Serves as secretary of the Itawamba Community College Alumni Association.
- Compiled the history of Itawamba Community College that was distributed at the unveiling of the College's historic marker.
- Serves as adviser for the Itawamba Community College Chieftain staff.
- Assisted with the compilation of extensive information for the revamped District Workforce Council in September 2015.
- Wrote a series of articles that were featured on ICC's website, www.iccms.edu, during the summer of 2015.
- Assisted with compilation of information for the ICC Speaker's Bureau.
- Assisted with planning the 2015 reception for retirees/those who did not return to service with the College.
- Wrote copy for ICC's magazine, *Connection*.
- Wrote copy and assisted with planning both the 2015 and 2016 President's Reports.
- Provided the news release section for the monthly President's Report.
- Designed and wrote copy for the 2015 summer *Chieftain* that was inserted into a Sunday issue of the *Northeast Mississippi Daily Journal*.
- Attended the 2015 CPRAM conference in Tupelo in May and the 2015 Mississippi Association of Community and Junior Colleges Inter-Alumni meeting in Tupelo in June.
- Covered ICC's 2015 commencement ceremony and submitted the story that was published in the *Northeast Mississippi Daily Journal*.
- Three front-page bylines in area weekly newspapers.
- Assisted with the mandated dissemination of information for ICC's 2015 Report Card.
- Worked at the 2015 Bluegrass concert and assisted with the 2016 concert; worked at the 2015 graduation breakfast.
- Wrote the script for the 2015 Homecoming and worked in the David C. Cole Student Services building, October 3.

Social Media Specialist – Ms. Maggie Caldwell

- Designed multiple skyscraper banners and Web banners.
- Assisted with graphic design and photography for Fulton Historic Day and the 2015 Tour de' Tanglefoot Bike Ride.
- Assisted with the 2015 Bluegrass concert and the Jason Crabb concert.
- Graphic design and photographed the 2015 Homecoming.
- Attended and won two awards from the College Public Relations Association of Mississippi.
- Photographed the 2015 Alumni graduation breakfast and created graphics.
- Assisted with multiple videos including alumni spotlights, promo videos and social media videos (with Raphael Henry).
- Graphic design for the biannual magazine, Connection.
- Launched Periscope social media.
- Pushed and maintained five social media outlets for the College.
- Periscoped weekly LIN Report.
- Designed fliers, brochures and posters for events throughout the entire College.

Graphic Specialist – Ms. Amy Brown

- Projects included spring and fall catalogs for Continuing Education; Pack-the-House publicity materials; cookbook for regional Phi Theta Kappa.
- Assisted with publicity and served as a greeter for the 2015 Bluegrass concert; assisted with publicity and registration for Tour de' Tanglefoot; assisted with publicity, greeting and escorting guests for Military Appreciation Night; assisted with publicity, on-the-field activities and served as an escort for the Homecoming court at all events; assisted on the field at sophomore night; assisted Chief Winnemaw at Uptown Trick or Treat; assisted with publicity and responsible for hospitality room for Jason Crabb concert.
- Designed commencement invitations and envelopes; President's notecards, employee cookout invitation and cover for Student Guide; designed all ads placed in the Northeast Mississippi Daily Journal including back-to-school, registration, continuing education and job opportunities as well as ads for area high school sports programs; designed miscellaneous fliers, programs, invitations, logos and brochures; designed Inside ICC weekly as well as Student Notes weekly when college is in session. Personalized all-sports passes.
- Summer camp certificates - designed and printed **639** completion certificates.
- Developed new design for employee business cards and printed/updated cards upon request.

Ms. Tilda Bouchillon

- Member of the Association of Educational Office Professionals.
- Attended MBUG 2015, WHEMN 2015 and Ellucian Live 2015.
- Mississippi Banner Users Group member.
- Member of the Women in Higher Education - Mississippi Network executive committee (treasurer) and steering committee.
- Created PowerPoints for Alumnus of the Year and Athletic Hall of Fame honorees.
- Gathered information and assisted with organization of the Legislative Luncheon.
- Updated/revised procedures and processes for Community Relations.

ICC Foundation – Mr. Jim Ingram, Director

- Mailed confirmation letters and personal thank you notes to Foundation donors and laminated photos to ICC donors and friends; sent thank you notes to Bluegrass concert supporters.
- Called on business accounts for the Bluegrass concert and the Tour de' Tanglefoot.
- Assisted Adam Gore and staff with ICC football and basketball games.
- Drove members of the Board of Trustees to Jackson for a meeting.
- Worked on the Twila Brown Memorial Endowed scholarship, Gale Stauffer Memorial Endowed scholarship and the Jo and Travis Staub Endowed scholarship.
- Appeared on the WCBT Noon show to promote the ICC Bluegrass concert; promoted the event on Mississippi Talk Radio.
- Promoted the Tour de' Tanglefoot on the radio, WTVB and WLOV.
- Served as a presenter to the Mooreville class of 1954.
- Presented gifts from ICC to the Regional Rehab for the Derby Day party.
- Attended the Inter-Alumni conference.
- Attended meetings at CDF.
- Organized Foundation scholarship recipient photos.
- Sent stipend letters to the faculty and staff.
- Assisted with Homecoming planning.
- Attended a BNI event.
- Sent project review letters to the Foundation board.

- Received a **\$25,000** gift from ER Carpenter for the Health Science Education Center.
- Serves as a member of the CDF Community Leadership committee.

Alumni Affairs – Mr. Tyler Camp, Director

- Alumni Association: Alumni membership drive - increased memberships and alumni donations; new logo and look for the Alumni Association; updated Alumni Association Bylaws; collaborated with TIS in providing an online giving option; created and emailed monthly newsletter, Indian Insight, including features and ICC news, to more than **2,000** contacts; sent holiday greetings and announcements to contacts; created and executed a video spotlight social media campaign, a series of eight videos showcasing successful alumni, which reached more than **10,000** individuals through ICC Alumni on Facebook and @ICCAumni on Twitter; planned and executed Pack the House - Alumni Night, which included a pregame BBQ (more than **175** attended), faculty and staff appreciation reception (more than **50** faculty and staff) and the Red and Blue Faculty/Staff game.
- Served on the SuperTalk radio panel monthly to discuss alumni membership and activities and college and community events.
- Assisted with planning the Legislative Appreciation luncheon including shuttling Presidents to and from the Capitol and contacting legislators to extend an invitation; assisted with media appreciation luncheon; assisted in planning and execution of the Legislative Luncheon, including contacting Legislators .
- Attended, volunteered, raised funds and assisted with planning the 2015 ICC Bluegrass and BBQ concert; appeared on the WCBI Mid-Morning program three times to promote the concert; supervised the BBQ station while serving more than 300 plates; and assisted in fundraising (**\$100,000** and more tickets sold than in years past).
- Volunteered and assisted with planning and executing logistics for Fulton: Our Mark on History; served on the community planning committee; assisted with supervision of gala logistics; planning and execution of ICC's marker unveiling ceremony including contacting the class of 1952.
- Fundraising and assistance with planning and executing logistics for Tour de' Tanglefoot Trail, which raised more than **\$15,000** with more than **30** participants; created social media campaign including promo video and stills; creation of media, logistics and registration packets; and logistics for the event.
- Planned and executed the Alumni Graduation Breakfast, which served more than **400** graduates, including the promotional materials and invitations; planned and executed a revamped President's Pregame Alumni Tailgate, which served more than **400**; planned and executed the WHEMN Blue Suede Soiree, which included entertainment and the reception; planned and executed a revamped Military Appreciation Night with more than **200** service members in

attendance; created and mailed invitations; solicited volunteers and assigned duties; coordination with the All-American Band for the halftime presentation; planned and executed a revamped Homecoming 2015; mailed invitations and letters to alumni and former All-American Band members; coordination with the Physical Plant; coordination of multiple appearances by the Court; assisted in planning the awards luncheon (largest crowd on record with more than **200** attending); All-American Band reunion with more than **250** in attendance; planned and executed sophomore night 2015 with revamped and redesigned presentations; planned and executed the President's Christmas open house including creation of the invitation; planned and executed Christmas with Jason Crabb, attended by **200** individuals who were on ICC's Fulton Campus for the first time, reaching a different demographic through a new family-friendly event.

- Served as a presenter on the "importance of social media in Alumni and Foundation Relations today" at the MACJC Inter-Alumni conference; created an online social media group.
- Attended the Mississippi Association of Partners in Education Winter-Reed Medallion award ceremony for Dr. Clyde Muse.
- Assisted in the creation of the President's Christmas card.
- Assisted with Christmas gifts for the ICC Board of Trustees.
- Collaboration with the Itawamba County Development Council with planning and logistics for the Governor's Job Fair, which was attended by more than **100** individuals.
- Planned and executed the President's Christmas Open House including creation of the invitation.

Foundation Board of Directors

President – Mr. Rayburn Parks, Houston

Vice President – Mr. Ronnie Boozer, Aberdeen

Secretary – Mr. Jim Ingram, ICC

Treasurer – Mr. Jerry Senter, ICC

Immediate Past President – Ms. Teresa Hooker, Thaxton

Mr. Donald Baker, Amory
Mr. Bobby Barnes, Marietta
Mr. Mark Burleson, Tupelo
Mr. Chuck Carson, Houston
Mr. Johnny Crane, Fulton
Dr. Jason Digby, Fulton
Mr. Mike Eaton, ICC
Mr. Hassell Franklin, Houston
Ms. Chuck Howell, Pontotoc

Mr. Ernie Joyner, Tupelo
Mr. Paul “Buzzy” Mize, Tupelo
Mr. Buddy Montgomery, Pontotoc
Mr. Jim Mounce, Tupelo
Mr. Larry Pate, Fulton
Mr. Aubrey Patterson, Tupelo
Ms. Julie Randle, Amory
Mr. Jerry A. Reese, Amory
Mr. Jerry Robbins, Pontotoc

Alumni Association Officers and Directors

President – Monica Aldridge, Tupelo

President-elect – Melba Applewhite , Tupelo

Secretary/Treasurer – Donna Thomas, Belden

Immediate Past President – Dr. Amanda Summers, Mantachie

Director of Development – Tyler Camp, ICC

Chickasaw County

John Lee Lyles, Houston

Itawamba County

Joey Cox, Fulton

Karen McFerrin, Mantachie

Lee County

W. E. Boggs, Saltillo

Tammy Harrington, Tupelo

Monroe County

Bunky Goza, Amory

Tommy Griffith, Amory

Pontotoc County

Lee Hatcher, Pontotoc

Chuck Howell, Pontotoc

Out of District

Jeff Cagle, New Albany

Bobby Griffin, Booneville

Permanent Committee

Richard Davis, Fulton

Rep. Bill Miles, Fulton

Melba Aron, Houlka

Robert Goza, Houston

Bill Jackson, Pontotoc

Norma Kilgore, Houston

Delbert Turner, Jr., Baldwin

Bobby Mooneyham, Houston

Noel McWhirter, Pontotoc

Larry Pate, Fulton

Gary Walker, Tupelo

Media Relations and Sports Information – Mr. Adam Gore, Director

- More than **7.4** million hits on LetsGoICC.com.
- Relaunched a more user-friendly LetsGoICC.com as part of Homecoming week.
- Introduced LetsGoICCTV.com.
- Reached more than **7,000** viewers on **10** ICC football broadcasts; more than **1,000** viewers on **10** soccer broadcasts; reached more than **4,000** viewers on **12** basketball broadcasts (half of the 2015 season); reached more than **500,000** people through ICC Athletics Facebook page.
- More than **5.7** million impressions through the ICC Athletics Twitter account.
- More than **600,000** profile views on the ICC Athletics Twitter account.
- #LetsGoICC was a trending topic throughout the Southeastern United States four times, and a trending topic nationally twice.
- More than **58,000** likes on the ICC Athletics Instagram account.
- The ICC Athletics Instagram account earned the CPRAM Grand award for New Media/Social Media among all colleges.
- Videos of ICC Athletics were featured on WTVA and WCBI a total of **121** days.
- Produced **446** videos posted to YouTube for more than **85,000** total views.

Mr. Lee Adams

- Designed and created baseball, softball, football and basketball pocket schedule cards; softball, football, basketball and soccer schedule posters; football, soccer and basketball media guides; post-game graphics for football, soccer, basketball, baseball, softball and tennis; basketball theme nights graphics; graphics for each football player who signed with four-year schools; soccer and basketball logos; ICC Indian Club graphic; baseball, softball, football, soccer and basketball schedule skyscrapers (also printed and hung); Thanksgiving and Christmas graphics for social media; high school basketball all-star skyscrapers (also printed and hung); ICC Rumble on the River high school tournament program; splash pages for website to promote game livestreaming; game day graphics for soccer, basketball, baseball, softball and tennis (also shared on social media); sophomore night posters; monthly softball newsletter.
- Photographed all home football, baseball, softball, basketball, soccer and tennis games; high school band festival; Bluegrass and BBQ concert; commencement ceremony; graduation breakfast; MACJC Hall of Fame induction ceremony in Jackson; Most Beautiful pageant and contestant headshots; retirement reception; WHEMN conference Blue Suede Soiree; Tour de' Tanglefoot; Tupelo faculty and staff meeting in March; SGA Christmas tree lighting ceremony; soccer family day and Homecoming 2015 cookouts; softball Halloween event; football, softball, baseball,

soccer, basketball, tennis and golf headshots; coaches' headshots; JUCO Weekly show taping (flew drone for video); edited photos and loaded to ICCImages.com; created ICCImages.com social media graphics to promote website on social media; sorted game photos; loaded photos onto shared drive; edited sports photos and loaded onto the website for use with recaps or bios; ran livestream video camera at games; assisted with filming of hype videos.

- LetsGoICC.com: loaded up-to-date recaps and links to each game for each sport; Linked ICCImages.com to games photographed; ensured all information up-to-date; ensured ICC Spotlight up-to-date; designed and created ads; loaded and kept splash pages up-to-date for game livestreaming; designed and created scoreboards for softball, baseball, football, soccer and basketball broadcasts; designed and created advertisement overlays for pregame/halftime and postgame of broadcasts; set-up and checked the setup prior to broadcasts.
- Social media: shared information on Twitter, Facebook, Instagram and Fancred; updated scores, scoring plays and updates of athletic events; provided information about upcoming events; shared schedule changes; shared information about student-athletes who are continuing their careers.
- Baseball, softball, basketball game coverage: assisted in pregame setup of radio and livestreaming; printed team rosters and stats for media; photographed games; edited photos and created postgame final score graphics; shared postgame final score graphics on social media; assisted visiting SIDs; live tweeted games; wrote and released box score and recaps.
- Tennis coverage: photographed matches; created postgame graphics and shared on social media; wrote/posted recaps to website.
- Football coverage: assisted with setup of radio/livestreaming equipment; printed team rosters and stats for media use; photographed games and additional activities; live tweeted games; created and shared on social media halftime and postgame graphics; assisted visiting SIDs; wrote box scores/recaps; loaded recap to website and shared on social media; edited and sent photos with recap to local media.
- Soccer game coverage: assisted with setup of livestreaming equipment; printed team rosters/stats for media use; photographed games; live tweeted games; assisted visiting SIDs; created postgame graphics and shared on social media; wrote and sent recaps to local media; loaded recap to website and shared on social media.
- Golf coverage: photographed/videoed; post-tournament coach interview; wrote recap/posted on website.

Mr. Raphael Henry

- Assisted with athletic signing day.
- Omega Psi Phi Fraternity, Inc. member.
- Practice report interviews.
- Trained students to video shoot athletic games.
- Completed the following projects: basketball presentation video, battle of the bands video, cheerleader video, football game band performance video, football practice video shoot, Fulton Campus pep rally video, Hall of Fame presentation video, Homecoming queen presentation video, hype video for ICC athletics, hype video idea meeting, I Believe video spots, livestreaming sports events, National Player of the Week videos, players and coaches postgame report, produced student video to promote the College, sent video on WE transfer to WCBI and WTVA, slide show picture DVD, mobile lab video - Tupelo Campus, soccer player of the week videos and video highlights for YouTube.

12. Cultural and Recreational Goal

The College will serve as a center for cultural and recreational programs designed to enrich the region and promote appreciation for the performing/visual arts, sports and recreation

STUDENT SERVICES DIVISION – Dr. Buddy Collins, Vice President

- Coordinated faculty and staff volunteers for the 2015 bluegrass concert and both 2015 commencement ceremonies.

COMMUNITY RELATIONS – Dr. Jan Reid-Bunch, Executive Director

- Organized, produced and hosted the President's Pregame Tailgate, Military Appreciation Night, MACJC Legislative Luncheon, Pack the House/Alumni Night, Women in Higher Education Mississippi Network annual conference, Bluegrass & Barbeque concert, Fulton: Our Mark on History, media appreciation luncheon, Homecoming and ICC/Northeast Legislative Luncheon/Workshop.

Athletics – Ms. Carrie-Ball Williamson, Director

- The ICC Men's Basketball team hosted the 2016 High School Basketball Jamboree on January 2. Fourteen teams participated.
- The 2015 football team advanced to the playoffs.
- **Tim Bowens** was inducted into the Mississippi Junior and Community Colleges Sports Hall of Fame in April 2015.
- ICC's **men's soccer team** was recognized as the **2015 National Junior College Athletic Association Academic Team of the Year**.
- **Coach Paul Johnson**, who was selected as MACJC and NJCAA Region 23 Coach of the Year, guided his teams to the MACJC State Tennis Tournament Championship and the NJCAA Region 23 Championship. The men placed thirteenth in the NJCAA D1 National Tennis Tournament, the highest finish ever, and the women, seventeenth place in the NJCAA D1 National Tennis Tournament.
- The **2015 Lady Indians basketball team** won the **Region 23 Championship and participated in the NJCAA National Tournament** in Hutchinson, Kansas.
- The **2016 Lady Indians basketball team won the Region 23 Championship** and participated in the NJCAA National Tournament in Lubbock, Texas.

Events Technology – Mr. Seth Shelnut, Director

- Earned the Bachelor of Science degree in May 2015.
- Promoted ICC events for musical groups in the Fine Arts division through Facebook, Twitter, Instagram, YouTube and Ustream, and the number of high school student participants have increased.
- Converted archived videos of musical groups/performances and uploaded to YouTube, a big hit with alumni.
- Modified the NewTek TriCaster system.
- Increased audio limits from four mic lines to more than 16 using older equipment, improving audio quality.
- Added monitors backstage in order to pipe music/announcements to dressing rooms for cues to performers for time to be back on state.
- Established better communications with the use of GroupMe application for CenterStage/crew/vocalists.
- Obtained Commercial driving licenses in order to assist ICC transportation as a substitute driver.
- Improved the use of the NEO Lighting Control desk.
- Assisted with upgrading for the Network and installation of the new Apple TVs for faculty use.
- Established video and audio in the LDR to provide capability for overflow audience to view and hear performance live from the auditorium.
- Set up extra cables connections in the sound booth to send audio and video to a projector across a CAT 6 enabling the use of computer monitor to the podium for events such as professional development. This allows higher quality video and audio to be transferred across the network cables with possible future purchases. Most theatre equipment can now be controlled remotely with smartphones and tablets when they are on the same network. Extra cables to the data closet were installed to provide for additional equipment to be closer positioned to the network jack to reduce cable clutter in the booth.
- Added front fill monitors to the stage to help pipe audio to dead zones in the auditorium.
- Relocated the switch that raises and lowers the projector screen from backstage to the sound booth.
- Design a cart that would allow a drum kit to be set up on two of the platform risers and be rolled out on stage to assist in several productions the College hosts. The cost to purchase the carts would have been **\$1,800**, but they were built for **\$250**.

13. Service Goal

The College will serve as a resource to promote the personal, professional, and social development of people and communities throughout the region.

ECONOMIC & COMMUNITY SERVICES – Dr. David C. Cole, Interim Vice President

- Relocation and expansion of the Precision Manufacturing and Machining technology program from the Tupelo Campus to the Belden Center in order to complete the situation of all advanced training programs in the same area. A prevailing need exists to provide space for the Robotics Training Lab and Incubator Shell Space for future expansion in a timely manner. Through the assistance of strategic partners such as Three Rivers Planning and Development District and the Appalachian Regional Commission, an application for **\$1 million** has been approved for submission to the ARC.
- The MI-BEST program, funded through the Kellogg Foundation is assisting adult basic education students with pathways options aimed at providing skills leading to a job or further college enrollment while earning college credit.
- The Supplemental Nutrition Assistance Program Education and Training project (SNAP E&T) is a pilot program involving five community colleges and funded through the Mississippi Department of Human Services and the United States Department of Agriculture. The goal of this three-year, **\$3.5 million** experimental project is to transition targeted able-bodied adults without dependents into the world or work. More than **100** identified recipients each year will be served through multiple pathways leading to employment.
- Contribution of **\$100,000** in a partnership with Pontotoc County governments and Three Rivers Planning and Development District to relocate the WIN Job Center to a larger and more accessible location in the City of Pontotoc. The College is making two yearly payments with Manufacturing Extension Partnership funds generated from Innovate Mississippi as a result of workforce benefits to local industry.

Workforce Development and Training – Dr. Joe Lowder, Team Leader

- **TZ Waters** was employed as a full-time ICC Workforce Trainer.
- **TZ Waters** completed ISO-9001:2015 Standard Training.
- **Jerry Murphree** achieved NCCER Master Trainer certification.
- **Deanna Duckworth** presented at the Creating Futures Through Technology Conference in Biloxi.
- ICC cohosted the Applied Lean Leadership conference.
- **1,084** workforce classes

- **312** college-delivered
- **771** college-supported
- **42** individual business projects written
- **104** projects written
 - More than **100** companies served through all projects
 - **14,621** trainees in classes (duplicated head count)

Adult Education (GED/HSE, Basic Skills and ESL) – Ms. Julia Houston, Director

- **Amanda Dickinson** and **Amanda Williams** completed the Spring 2016 Adult Education Mentoring/Lead Teacher training.
- **Gloria Wallace** completed STAR Instructor recertification (Student Achievement in Reading evidence-based reading program) in October 2015.
- **Joan Walton** and **Amanda Williams** completed STAR Instructor certification (Student Achievement in Reading evidence-based reading program) in November 2015.
- **Priscilla Trice** completed National Center for Construction Education and Research proctor recertification in December 2015.
- **Julia Houston** completed NCCER Assessment Coordinator certification in January 2016.
- In February 2016 the Mississippi Integrated Basic Education and Skills Training (MI-BEST dual college credit program for GED students) in partnership with Career and Technical Education was launched.
- **306** ICC students enrolled with the GED credential in the Fall of 2015.
- **312** ICC college students enrolled with the GED credential in the Spring of 2016.
- **189** GED testers were recorded at the Belden Testing Center from July 1, 2015-February 16, 2016.
- **48** GED passers were recorded from July 1, 2015-February 16, 2016 (this number will automatically increase to 89 after March 1, 2016 when the GED Testing score adjustment officially occurs).
- **785** adult education students were served from July 1, 2015-February 16, 2016.
- **98** English Language Learners were served from July 1, 2015-February 16, 2016.

Continuing Education – Mr. Scott Blackley, Director

- The Department of Continuing Education offered **265** non-credit classes, seminars, workshops and short-term career training programs in the past year to meet the professional, career and personal enrichment needs of residents in the ICC district. Total enrollment for the programs was **3,834** with an additional **1,412** CEU certificates awarded to area teachers.
- In addition to regular continuing education classes, the department also hosted
 - North Mississippi's Regional VEX Robotics competition
 - Advanced Manufacturing Camp for youths ages 12-16
 - Summer Institute for Educators
 - "Save Energy, Save Money," a best-practices energy efficiency seminar for regional businesses and industries in partnership with the Tennessee Valley Authority.
 - A book fair in conjunction with the Kentucky-based Christian Appalachian Project.
- Partnerships with the North Mississippi Medical Center, United Way of Greater Monroe County and Tenn-Tom Youth allowed the department to offer an additional five nursing assistant classes (with a total enrollment of **78**) in Chickasaw, Itawamba, Lee and Monroe counties.
- The department also sponsors the Center for Creative Retirement in which **624** senior adults participated in classes, trips and lectures.

ICC Center for Innovate MEP Mississippi – Ms. Debi Martin, Director

Based on three of the four Innovate MEP Mississippi quarterly survey reports for 2015-16, 22 manufacturing companies had workforce training projects reported through the ICC MEP Center. The combined reported impact includes:

- **\$52,835,000** investment in plant equipment
- **\$189,500** investment in information systems
- **\$482,097** investment in workforce practices
- **\$50,533,000** investment in new products and processes
- **543** manufacturing jobs were created
- **383** manufacturing jobs were retained
- **\$1,374,582** in cost savings/avoid unnecessary investments
- **\$3,135,000** in increase in sales/retained earnings

- Co-hosted the Applied Lean Leadership conference at ICC-Belden and BancorpSouth Conference Center in January 2016

Career Services/Workforce Innovation and Opportunity Act (WIOA) – Mr. Brad Gates, Director

- The ICC WIOA team works in partnership with Three Rivers Planning and Development District and provides services in the counties of Chickasaw, Itawamba, Lee, Monroe and Pontotoc by reaching out into the communities served through local WIN Job Centers. The services provided include Individual Training Accounts, On-the-Job Training, Counseling to Career (C2C), work searches, WorkKeys testing, onsite computer classes, ABE/GED classes, SNAP E&T and Make It in America internships.
- As of January 31, 2016, the following centers have served the public including

▪ Amory	3,275
▪ Belden	13,554
▪ Pontotoc	7,420
▪ Houston	7,161
- The On-the-Job Training program has served approximately **170** individuals and **10** companies with **\$330,000** of reimbursements contracted, obligated or paid.
- Individual Training Accounts, which assist with tuition and other extraordinary expenses, have been provided in all counties. Eighty participants have received service through January 31, 2016 with **\$60,000** provided in reimbursements.
- Counseling to Career (C2C) is in its fifth year of operation. C2C serves area youths ages **16-24** by assisting with the acquisition of various skills to aid them in becoming more employable. At the completion of five weeks of classroom and Smart Lab training, participants are eligible for paid work experience. Youth services have been provided for approximately **64** individuals with **20** companies serving as work sites.
- Make It in America Internships have been provided to **50** of ICC's Career and Technical Education students in various fields with **21** companies serving as worksites. The program provides valuable experience in the students' respective fields of study while allowing employers to observe the students in their company environment without expense.
- WorkKeys assessments have been provided to approximately **930** individuals, which resulted in 693 credentials, which include **Gold - 84; Silver - 402; and Bronze - 207** with **148** receiving no credential and **90** retesting without advancement.

- ICC WIN Job Centers have not had Rapid Response meetings to date during the 2015-16 program year. One event is currently scheduled for the affected workers at the Walmart store in Mantachie.
- SNAP Employment and Training grants have been provided to approximately **29** people year-to-date which runs October 2015-September 30, 2016. These grants are available to SNAP recipients to assist when Pell Grants are exhausted or otherwise unavailable. Primarily career and technical programs and short-term (non-credit) programs are eligible to participate. Most would not be able to attend/complete in the absence of this funding. Tuition is covered at **100 percent**, and books, at **50 percent**.

SNAP E&T – Mr. Lee Oswalt, Director

- Creation of an expanded EDGE (Ethics, Discipline, Goals and Employment) curriculum, which was formerly only available in printed form, is now available through the CANVAS learning management system platform. Using an online delivery system now allows for standardization of content and learning outcomes across the five community colleges participating in the SNAP E&T Pilot grant. The new online service resource has the potential to expand and enhance other division program customers.
- ICC is one of five Mississippi community colleges participating in the SNAP E&T Pilot grant. Mississippi is one of 10 states that was awarded a grant through the United States Department of Agriculture. The project is a collaborative partnership of state agencies including the Mississippi Department of Human Services and Mississippi State University's National Strategic Planning Analysis Research Center (nSPARC). The goal of the grant is to provide a framework to connect or reconnect SNAP participants to middle-skill jobs. In the next year, ICC's SNAP E&T Pilot program will provide training and work experience services to **220** participants.